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ABSTRACT

A salary study was conducted employing a national peer group because of the expiration of a faculty contract in 1987. The problem addressed was the way in which to produce this national peer group and the resulting salary database in such a fashion that it would be accepted and utilized by both faculty and administrators involved in the collective bargaining process. A national database was built in LOTUS 1-2-3 containing information on secondary enrollment, revenue, and other institutional characteristics. A joint faculty-administrative advisory committee eventually negotiated the selection of five key data elements. Institutions not possessing these characteristics were "deselected." The remaining 44 schools became the agreed-upon database for the national faculty salary survey. Appended are a number of tables summarizing the data analysis, the final selection criteria, the survey population, and a list of participating institutions. Contains 3 references. (Author/KM)

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DESELECTION: A NOVEL APPROACH TO THE PEERING PROCESS

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This paper was presented at the Twenty-Eighth Annual Forum of the Association for Institutional Research held at the Hyatt Regency Phoenix Hotel, Phoenix, Arizona, May 15-18, 1988. This paper was reviewed by the AIR Forum Publications Committee and was judged to be of high quality and of interest to others concerned with the research of higher education. It has therefore been selected to be included in the ERIC Collection of Forum Papers.

Teresa Karolewski
Chair and Editor
Forum Publications Editorial
Advisory Committee

DESELECTION: A NOVEL APPROACH TO THE PEER SELECTION PROCESS

Abstract

The purpose of this project was to devise a peering procedure which would be technically defensible, yet simple and equitable enough to allow agreement by both faculty and administration of not only the peering process but also the products of the ensuing salary study. A national IIA data base was built in LOTUS 1-2-3 format of secondary enrollment, revenue, and institutional data. A joint faculty-administrative advisory committee eventually negotiated the selection of five key data elements. Institutions not possessing these characteristics were "deselected." The remaining forty-four schools became the agreed upon base for the national faculty salary survey.

Background and Problem

In 1984 the Office of Institutional Research at Northern Michigan University conducted a salary study as the primary means for determining how a small pool of salary equity funds would be distributed among the faculty. The comparative salary information was derived from a midwestern data base. Beginning with a population of forty-two public IIA institutions in the states of Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin, twenty-three schools were chosen by the four members of an administrative advisory group. Surveys were sent out and data from the respondents became the source for the salary equity study. The results were presented to the faculty representative of the collective bargaining unit. While there was some questioning of motives and the peer selection strategy, eventually the equity funds were distributed without a great deal of rancor. For this researcher, two clear messages emerged from this effort. First, a more effective and more defensible peering

mechanism would have to be developed. Second, in order for the process to be a credible one, faculty as well as administrative representatives needed to be actively involved at each and every stage of the peering and salary survey process.

Problem

With the faculty contract expiring in 1987, the President of the University indicated that a salary study would be conducted and also that this study would employ a national peer group. The problem, simply stated, was how to produce this national peer group and the resulting salary data base in such a fashion that it would be accepted and utilized by both faculty and administrative representatives who were involved in the collective bargaining process.

Relevant literature

In the 1960's and early 1970's, the process of peering had largely been a judgmental exercise, in which the investigators selected institutions which were similar to their own. With the aggressive intrusion of state legislatures, Boards of Higher Education and Trustees, the methodology has changed. The State of Kansas has been particularly involved in this process. The methodologies employed in this state (see e.g., Cleaver, 1981;

Rawson, Hoyt & Teeter, 1983; Teeter and Christal, 1984) are basically representative of current approaches where HEGIS-like data are employed to select institutions and then sophisticated weighing formulae are utilized to adjust for the inevitable interinstitutional differences.

In one sense, the peering process is akin to pairing in experimental research in that when you pair on one variable you tend to "unpair" on ten others. The pressing methodological problem is the critical need to determine which are the essential elements or factors which need to be paired. Once this is decided, the next step is a simple one. Those institutions which do not match these key criteria are eliminated or "deselected." The choosing of the essential criteria must be negotiated by the participants, if it is to tie them into the process and to inspire confidence that the process has been an open and equitable one.

Methodology

A. Data Base Development

The March/April 1986 Issue of Academe- "The annual report on the Economic Status of the Profession 1985-1986" was utilized as the source document for the population of institutions. Northern Michigan University is a IIA institution which signifies that it is a "comprehensive institution with diverse post-baccalaureate programs, but

without significant doctoral-level education. (Academe, p. 18)." All 344 IIA institutions in the continental United States were identified and became the population for the study. A search was then made of easily attainable data elements for these 344 IIA institutions. In all, a total of fifty-two enrollment, revenue and institutional descriptions were collected for each institution. Five major types of data elements were collected and the major source documents are listed below.

1. Student Related Data-

   Annual Survey of Colleges - Fall Enrollment 1985 (The College Board).

2. Faculty Related Data-(but not salaries)

   "The Annual Report on the Economic Status of the Profession 1985-86", Academe, March/April, 1986.

3. Institutional Descriptors-

   1986 Higher Education Directory.

4. State Appropriations-

   "State Appropriations for Higher Education (The Hines Report), The Chronicle of Higher Education.

5. Revenue Ratios-

   Chronical of Higher Education Management Ratios 2, Ed. by John Minter, National Data Service.

Each of these data elements was taken from these secondary sources and was incorporated into an extremely large (360K) but very flexible data base. The data base was build in LOTUS 1-2-3 format and was eventually transferred onto floppy diskettes.

The construction of the data base was a labor intensive effort and required considerable concentration and a lengthy verification process to insure accuracy. Nonetheless, it was a clerical process and could be handled by support staff. The development and editing of the data base was completed in the period from October through the first week in December of 1986.

B. Advisory Committee Process

As the development of the data base proceeded, a joint faculty-administrative advisory group was convened. Two faculty members participated in the process, including one hired by the faculty union for his expertise in computer methodology. The director of Human Resources (the chief negotiator for the administration) and the Comptroller were appointed as the administrative representatives. The group met for the first time in November and met on a bi-weekly and then a weekly basis through the end of January of 1987.

C. Project Implementation

As discussed previously, there were two equally important goals for this phase of the salary study project. First, it was critical to develop an effective mechanism for identifying institutions comparable to N.M.U. across a number of key dimensions. Second, it was essential to create a climate which would enhance a bonding to the process and a sense of responsibility for the outcome

for all the participants. To this end, meticulous attention was given to the explanation of each variable, its source, its weaknesses, or if any coding schema or special interpretation was necessary for an understanding of that particular variable. Original source materials and detailed documentation were offered for each of the fifty-two variables. As the data base was being build, each member of the advisory group was provided with working copies of the current form of the data file. Finally, each participant was encouraged to probe the data base in order to identify additional variables. For example, the data base contained a variable containing state appropriations and another element had to do with enrollment. One inquiry involved a calculation of State appropriations per headcount. Each of these inquiries was handled by the next meeting of the advisory group.

A more subtle objective of the whole salary study process was to maintain the hard-won perception of neutrality (or something approaching neutrality) for the Office of Institutional Research. It is true that it was not possible to achieve a complete climate of "trust" among all the participants. However, it was both satisfying and somewhat amusing that both the faculty and administrative representatives expressed on several occasions, a sense of

uneasiness because of their lack of control over the outcome of either the peer selection procedure or the salary data which eventually would be collected.

Results

The data base of fifty-two variables for each of the 344 IIA institutions was completely developed by the beginning of December and was distributed to the advisory group (a copy of the data base is included as Appendix A). By the second week in December, the advisory body had as a first step tentatively identified six criteria that seemed essential. These involved:

1. the mission of the institution (e.g., comprehensive institutions but without a major Medical or Engineering Emphasis);
2. the level of offerings (i.e., significant master's offerings or master's + offerings, but no doctoral programs);
3 the type of locale (i.e., an attempt to get at the remoteness/centrality of an institution to a metropolitan region);
4. the number of faculty members;
5. the undergraduate enrollment;
6. the full-time undergraduate enrollment (i.e., an attempt to get at the commuter, part-time/full-time mix of undergraduates.

Using these tentative criteria a total of 297 institutions were

deselected. The schools and the criteria were examined very closely. Over the next six weeks numerous iterations of these original criteria were discussed, and modeled and rediscussed. Modifications included tightening and broadening enrollment and faculty ranges and adjusting the ratios of full-time versus part-time students. The most attention, however, focused on the city size/remoteness issue. A wide variety of arguments ranging from recruitment costs/opportunities to opportunities for consulting for faculty were raised and challenged. By the end of January with impending deadlines rapidly approaching, the administrative members of the advisory group decided to drop their support for the inclusion of a city size variable. The final negotiated criteria (see Appendix B) paralleled very closely the original list of variables. Using those criteria, 299 schools were deselected and a total of forty-four institutions were deemed to be peers of Northern Michigan University as far as the five key negotiated criteria were concerned. (See Appendix C)

One final step remained. A survey instrument was prepared and distributed to the advisory group. After a few suggestions the modified instrument was mailed on February 4, 1987.

Conclusions

From the population of forty-four possible peer institutions, twenty-four schools (besides N.M.U.) chose to participate in the study. Faculty salary data was collected from over 7,000 faculty members from the participating institutions. (See Appendix D).

The computer generated reports from the participating institutions contained information on salary, years in rank, years at the institution and other related data. This information was then painstakingly transferred to a LOTUS 1-2-3 data base. On April 1, 1987, the administrative and faculty representatives met in order to discuss the contract and the salary study. In addition to several summary tables of comparative salary data, both the administrative and faculty representatives were handed one copy each of the diskette with the data from the national faculty salary survey. In addition, the original salary reports were offered to each of the parties to once again provide confidence in the accuracy of the salary data base.

Given the lack of dissent and acrimony about the peering process, the peer group itself, or the accuracy of the salary survey, the project has generally been considered to be a complete success. The most critical factor contributing to this success was clearly the effort to actively involve all of the participants at each stage of the process. This involvement plus the simplicity of the logic and the techniques involved in the deselection process helped to convince participants that the peer selection process had been an open and equitable one.

Implications

The construction of the data bases in this project were a time consuming and labor intensive process. However, the source documents are easily attainable and generally can be obtained at a limited cost. The development of this type of data base can be handled by support staff and once it is in place, it is an easy to use and very flexible tool for the academic administrator. The data base at Northern Michigan University has been used in the faculty salary study, and has also been utilized by the Graduate school to identify peer institutions for a Graduate school survey which it has now completed. The personnel office is in the process of conducting an administrative staffing survey and will utilize the data base and the participants in the salary survey to select peers. Finally, it is being recommended that some departments, such as nursing, use the data base to identify peer programs in order to provide comparable cost, staffing and productivity figures.

Virtually any institution, at any level or of any size, can build a data base similar to Northern Michigan's for its referent institutional pool. Once it is in place, it will allow a school to respond in a timely fashion to requests for peer group information as well as to effectively evaluate the appropriateness of any specific institutions which are advanced

as peers by some external agency. If updated on an annual basis, it can continue to serve the institution as a useful management tool.

References

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Teeter, D.J., & Christal, M.E. "A Comparison of Procedures for Establishing Peer Groups," Paper presented at the Annual Meeting of the Southern Association for Institutional Research, Little Rock, Arkansas, 1984.

FINAL VERSION DATED 12/31/88

NO	INSTITUTION	STATE	CITY SIZE	STATUS CODE	CALENDAR SYSTEM	OE CODE	DOE CODE	TUITION & FEES	HILL$ OF APPROP	2 YR CHARGE	ENDOW BV($MIL)	GENRL EXPEND	TOTAL EXPEND	REVENUE RATIOS R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	SOFT MONEY	HARD MONEY
1	Alabama A & M University	ALAB	3	1	S	7	B01	$900	15,140	38%	0.4	$25.7	$28.1	17	0	48	0	31	0	0	0	0	0	1	5	45	83
2	Alabama State University	ALAB	3	1	Q	7	B01	$860	$14,950	37%	0.0	$17.2	$21.6	23	0	60	0	10	10	0	0	1	0	0	4	40	83
3	Auburn University-Montgomery	ALAB	3	1	Q	7	B01	$855	$104,310	16%	3.1	$15.0	$17.6	28	0	56	0	0	6	5	0	0	2	4	4	25	84
4	Jacksonville State University	ALAB	2	1	S	7	B01	$900	$15,040	12%	0.0	$22.0	$25.4	20	0	64	0	5	7	1	0	0	0	1	1	15	84
5	Troy State University-Main	ALAB	1	1	Q	7	B01	$1,300			7.3	$18.5	$23.1	36	0	45	0	4	9	10	0	1	1	0	7	31	82
6	Troy St U Dothn-Ft Rucker	ALAB	1	1	Q	7	B01	$845			0.0	$3.3	$3.5	40	0	35	0	0	3	0	0	0	0	0	1	13	75
7	Troy State U Montgomery	ALAB	3	1	Q	7	B01	$1,000			0.0	$2.3	$2.5	82	0	24	0	0	6	9	0	0	0	0	3	10	88
8	Tuskegee University	ALAB	1	3	S	6	B02	$3,000			25.1	$30.0	$39.4	34	0	5	0	44	0	1	0	16	6	2	1	73	45
9	Univ Alabama In Huntsville	ALAB	3	1	Q	0	B01	$1,122			0.4	$20.7	$30.7	25	0	55	0	11	2	1	0	3	0	0	0	25	88
10	University of Montevallo	ALAB	4	1	S	7	B01	$1,142	$8,752	10%	1.1	$12.0	$15.0	22	0	52	0	0	6	0	0	0	0	0	5	20	74
11	Univ of North Alabama	ALAB	2	1	S	7	B01	$840	$12,030	12%	0.7	$15.3	$17.4	32	0	67	1	2	9	0	0	0	0	0	6	17	100
12	Univ of South Alabama	ALAB	3	1	Q	0	B02	$1,605	$35,000	16%	4.1	$56.4	$105.4	23	0	60	4	0	3	0	0	0	1	1	5	27	88
13	Univ Alaska Anchorage	ALAS	2	1	T	0	B01	$840			1.6	$27.0	$30.3	11	0	83	0	2	1	2	0	1	0	1	5	12	84
14	Univ Alaska Fairbanks	ALAS	1	1	S	0	B01	$840			2.2	$103.0	$111.6	4	0	63	0	21	0	4	1	4	0	0	7	37	87
15	Northern Arizona University	ARIZ	1	1	S	0	B01	$885	$52,745	28%	0.7	$50.1	$70.0													0	0
16	Arkansas State Univ Main	ARKA	1	1	S	7	B01	$700	$26,062	13%	2.6	$20.6	$37.5	24	0	62	0	13	10	2	0	0	1	2	1	20	87
17	Ouachita Baptist University	ARKA	1	2	S	6	B01	$3,150			7.8	$7.0	$8.7	52	0	0	0	0	10	0	0	26	4	0	5	67	58
18	Univ Arkansas At Little Rock	ARKA	3	1	S	6	B01	$800			1.0	$33.0	$36.3	28	0	56	0	11	3	2	0	3	0	2	2	23	82
19	Univ of Central Arkansas	ARKA	1	1	S	7	B01	$870	$10,402	6%	0.0	$20.6	$25.5	24	0	60	0	12	0	2	0	1	0	2	2	10	90
20	Azusa Pacific University	CALI	7	3	S	6	B01	$5,700			0.0	$11.0	$12.0	70	0	0	0	3	4	0	0	6	0	0	5	10	70
21	Biola University	CALI	7	2	S	0	B01	$5,300			7.2	$15.0	$18.0	72	0	0	0	1	3	0	0	17	4	0	0	29	70
22	California Luthern College	CALI	1	2	S	6	B01	$6,430			1.0	$11.0	$13.2	35	0	0	0	4	3	0	0	12	1	1	2	22	78
23	Cal State U-Bakersfield	CALI	3	1	Q	6	B01	$854	$21,452	14%	0.7	$22.0	$23.0	16	0	76	0	3	2	2	0	3	0	0	5	15	82
24	Cal State U-San Bernardino	CALI	5	1	Q	6	B01	$705	$20,034	22%	0.3	$27.1	$29.2	10	0	75	0	0	3	2	0	1	0	4	1	17	84
25	Cal Poly St U-SN Luis OB	CALI	1	1	Q	0	B01	$717	$81,050	12%	3.3	$81.5	$115.4	17	0	60	0	2	3	0	0	3	0	0	1	17	80
26	Cal State U-Chico	CALI	2	1	S	0	B01	$722	$60,005	11%	1.1	$72.1	$81.2	20	0	69	0	4	3	5	0	1	0	1	1	15	80
27	Cal State U-Dominguez Hls	CALI	7	1	Q	6	B01	$632	$30,702	2%	0.0	$34.0	$37.0	23	0	72	0	3	3	2	0	1	0	0	2	11	85
28	Cal State U-Fresno	CALI	4	1	S	6	B01	$800	$77,235	17%	2.7	$70.0	$80.7	24	0	66	0	4	3	2	0	4	0	0	0	13	80
29	Cal State U-Fullerton	CALI	5	1	S	0	B01	$807	$70,120	9%	0.2	$70.0	$84.7	24	0	60	0	2	2	1	0	3	0	0	3	11	82
30	Cal State U-Hayward	CALI	7	1	Q	6	B01	$629	$50,765	7%	0.0	$51.0	$56.0	21	0	74	0	2	2	2	1	0	0	0	1	0	95
31	Cal State U-Humboldt	CALI	1	1	Q	6	B02	$693	$40,005	1%	0.2	$45.4	$51.2	15	0	70	0	4	3	4	0	1	0	0	4	16	85
32	Cal State U-Long Beach	CALI	7	1	S	6	B01	$303	$84,056	0%	0.0	$111.0	$130.7	20	0	67	0	4	3	2	0	2	0	0	1	12	85
33	Cal State U-Los Angeles	CALI	0	1	Q	0	A02	$672	$74,000	5%	1.3	$86.0	$101.6	24	0	67	0	5	3	3	0	0	0	0	2	13	91
34	Cal State U-Northridge	CALI	7	1	S	6	B01	$335	$86,121	11%	5.1	$96.3	$112.0	27	0	60	0	3	3	2	0	2	0	0	1	11	85
35	Cal State Poly U-Pomona	CALI	7	1	Q	6	B01	$645	$71,704	12%	0.0	$72.2	$81.4	20	0	75	0	3	3	1	0	0	0	0	2	9	85
36	Cal State U-Sacramento	CALI	6	1	S	6	B01	$851	$80,007	13%	0.3	$86.0	$96.4	22	0	67	0	3	4	4	1	5	0	0	2	10	80
37	Cal State U-San Diego	CALI	0	1	S	0	B01	$861	$113,000	11%	5.1	$160.0	$176.1	23	0	59	0	0	3	2	0	5	0	0	0	27	82
38	Cal State U-San Francisco	CALI	0	1	S	0	B01	$336	$80,020	11%	0.4	$90.7	$100.0	26	0	64	0	10	4	4	0	1	0	0	2	25	80
39	Cal State U-San Jose	CALI	0	1	S	0	B01	$360	$87,900	0%	1.4	$104.0	$111.4	25	0	64	0	0	3	3	2	0	0	0	5	10	80

FINAL VERSION (DATED 12/31/86)

1986-87 FACULTY SALARY STUDY [TOTAL DATABASE: PART I]

FINAL VERSION DATED 12/31/86

ID	INSTITUTION	STATE	CITY SIZE	STATUS CODE	CALENDAR SYSTEM	OE CODE	DOE CODE	TUITION & FEES	MIL$ OF APPROP	2 YR CHANGE	ENDOW BV($MIL)	GENRL EXPEND	TOTAL EXPEND	REVENUE RATIOS R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	SOFT MONEY	HARD MONEY
60	Cal State U-Sonoma	CALI	3	1	S	8	B01	$363	$20,501	5%	0.2	$32.7	$35.9	10	0	71	0	5	3	3	0	1	0	0	3	15	89
61	Cal State U-Stanislaus	CALI	3	1	S	8	B01	$679	$21,107	5%	0.2	$20.9	$23.0	19	0	81	0	2	3	0	0	1	0	0	2	0	100
62	Chapman College	CALI	5	3	S	8	B01	$8,200			5.8	$23.9	$25.8	70	0	0	0	1	2	2	0	7	2	0	3	15	80
63	College Of Notre Dame	CALI	3	2	S	8	B01	$5,830			2.1	$5.2	$6.0	79	0	0	0	0	2	0	0	10	2	0	5	17	81
64	Holy Names College	CALI	7	2	S	8	B01	$6,000			2.2	$4.3	$5.4	81	0	0	0	1	2	0	0	22	2	13	3	41	63
65	John F Kennedy University	CALI	7	3	Q	8	B01	$3,327			0.1	$4.3	$4.3	92	0	0	0	1	1	0	0	4	0	3	2	11	92
66	Loyola Marymount University	CALI	8	2	S	8	B01	$6,850			10.0	$35.5	$39.6	85	0	0	0	4	3	0	0	9	2	0	4	20	87
67	Mills College	CALI	7	3	S	8	B01	$8,400			34.0	$11.2	$14.0	49	0	0	0	6	3	0	0	18	20	1	4	30	77
68	Monterey Inst. Internl Stud	CALI	3	3	S	8	B01	$6,250			0.0	$2.9	$3.1	85	0	0	0	4	1	0	0	10	0	0	3	24	85
69	Pepperdine University	CALI	7	3	T	8	B01	$9,440			53.0	$50.8	$55.2	79	0	0	0	5	1	0	0	9	0	0	5	20	87
70	Saint Mary's Coll. of Calif	CALI	7	2	S	8	B01	$6,300			7.0	$13.7	$17.4	90	0	0	0	0	2	0	0	10	2	0	1	13	90
71	Univ of La Verne	CALI	7	3	S	8	B01	$6,020			2.0	$10.7	$20.0	82	0	0	0	2	3	5	0	12	1	1	2	25	83
72	Univ of The Pacific	CALI	3	1	S	8	A02	$715			12.7	$56.0	$60.0	86	0	0	0	2	1	0	0	2	1	6	6	17	87
73	Univ of Redlands	CALI	5	3	S	8	B01	$8,410			17.7	$17.3	$20.0	70	0	0	0	1	2	0	0	11	0	0	2	16	86
74	Univ of San Diego	CALI	8	2	S	8	B01	$8,040			4.4	$31.0	$36.9	90	0	0	0	5	2	0	0	7	0	0	0	14	90
75	Univ of San Francisco	CALI	8	2	S	8	B01	$8,450			11.5	$38.2	$45.0	86	0	0	0	4	1	0	0	5	2	0	2	12	88
76	Santa Clara University	CALI	5	2	Q	8		$6,111			35.5	$43.0	$51.2	72	0	0	0	2	2	5	0	11	0	0	7	27	70
77	Whittier College	CALI	7	3	S	8	B01	$8,232			13.0	$13.7	$15.4	70	0	0	0	3	2	5	0	15	7	0	2	27	77
78	Adams State College	COLO	1	1	S	8	B01	$1,100			0.0	$8.8	$11.5	23	0	66	0	7	10	1	0	2	0	4	2	26	89
79	Univ of Colorado Cold Sprgs	COLO	3	1		8	B01				0.3	$13.8	$15.3	35	0	46	0	0	4	5	0	2	0	1	4	24	81
80	Univ of Colorado at Denver	COLO	6	1	S	8	B01	$862			0.3	$31.8	$32.1	31	0	44	0	3	2	1	0	6	0	0	1	13	75
81	Western State Coll of Colo	COLO	1	1	S	8	B01	$1,000			0.0	$11.2	$14.4	36	50	0	0	2	5	0	0	4	0	1	1	13	92
82	Central Connecticut St Univ	CONN	2	1	S	7	B01	$1,174	$25,083	19%	0.0	$30.1	$30.4	38	0	83	0	2	3	0	0	0	0	0	0	5	99
83	Connecticut College	CONN	2	3	S	6	C01	$10,300			17.5	$18.2	$23.3	70	0	0	0	3	1	1	0	11	0	0	6	22	85
84	Fairfield Univeristy	CONN	3	2	S	7	B01	$7,000			7.7	$23.1	$30.9	89	0	0	0	3	1	2	0	5	2	0	5	16	91
85	Saint Joseph College	CONN	4	2	S	7	B01	$6,000			4.0	$6.4	$7.3	58	0	2	0	2	2	0	0	0	4	10	4	32	65
86	Southern Conn State Univ	CONN	3	1	S	7	B01	$1,000	$24,099	19%	0.0	$28.5	$34.4	31	0	66	0	3	4	2	0	1	0	0	1	11	97
87	Trinity College	CONN	4	3	S	8	B01	$8,870			58.2	$20.2	$24.5	73	0	0	0	4	1	0	0	11	10	0	6	22	91
88	University of Bridgeport	CONN	3	3	S	8	B01	$7,415			0.0	$37.0	$43.3	84	0	1	0	2	2	0	0	4	2	1	4	13	87
89	University of Hartford	CONN	4	3	S	8	B01	$8,845			12.7	$43.7	$49.0	88	0	2	0	3	1	0	1	4	2	2	5	10	84
90	University of New Haven	CONN	3	3	S	6	B01	$8,000			0.7	$10.3	$20.4	104	0	0	0	0	3	4	0	1	0	0	1	9	104
91	Wesleyan University	CONN	1	3	S	8	B01	$10,513			142.0	$40.0	$48.4	62	0	0	0	11	1	0	0	10	21	1	2	25	83
92	Western Conn St College	CONN	2	1	S	7	B01	$1,198	$11,812	22%	0.0	$13.5	$15.7	36	0	47	0	1	3	0	0	0	0	0	1	5	83
93	Gallaudet College	DIST	8	3	S	8	B01	$2,550			2.7	$39.8	$43.7	7	83	0	0	4	1	0	0	2	0	0	5	12	100
94	Univ District of Columbia	DIST	8	1	S	8	B01	$486			7.5	$78.1	$78.8	7	0	0	78	7	1	0	2	0	1	0	4	14	88
95	Barry University	FLOR	8	2	S	8	B01	$5,400			0.7	$13.1	$14.5	76	0	0	0	7	2	1	0	11	0	0	0	27	78
96	Florida Atlantic Univ	FLOR	3	1	S	8	B01	$1,010			0.0	$42.7	$45.2	14	0	72	0	2	2	4	0	5	0	0	0	13	88
97	Florida Internat'l Univ	FLOR	8	1	S	8	B01	$876	$56,393	20%	0.1	$50.0	$50.5	17	0	71	0	4	2	2	0	2	0	2	1	13	88
98	Stetson University	FLOR	3	2	S	7	B01	$5,690			10.9	$15.0	$20.5	78	0	0	0	3	3	0	0	15	5	0	7	28	83

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1986-87 FACULTY SALARY STUDY [TOTAL DATABASE: PART I]

FINAL VERSION DATED 12/31/86

NO	INSTITUTION	STATE	CITY SIZE	STATUS CODE	CALENDAR SYSTEM	OE CODE	DOE CODE	TUITION & FEES	HIL$ OF APPROP	2 YR CHANGE	ENDOW BV($MIL)	GENRL EXPEND	TOTAL EXPEND	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	SOFT MONEY	HARD MONEY
78	Univ Of Central Florida	FLOR	4	1	S	8	001	$876	$52,470	27%	0.0	$50.3	$89.0	19	0	70	0	5	4	5	0	3	0	2	0	19	00
80	University of West Florida	FLOR	3	1	S	6	001	$890	$26,750	22%	2.0	$30.5	$32.5	12	0	67	0	10	2	7	1	2	1	1	1	24	00
81	Armstrong State College	GEOR	2	1	Q	6	001	$846	$8,036	7%	0.1	$9.7	$10.4	23	0	74	0	1	1	0	0	1	0	1	0	7	97
82	Augusta College	GEOR	3	1	Q	7	001	$1,095	$9,141	11%	0.1	$11.0	$12.6	27	0	67	0	2	4	1	0	2	0	1	1	11	04
83	Columbus College	GEOR	2	1	Q	7	001	$1,008	$12,461	9%	0.5	$15.5	$16.3	25	0	70	0	2	5	1	0	1	0	0	0	0	95
84	Georgia College	GEOR	1	1	Q	7	001	$1,120			1.6	$11.3	$13.7	24	0	70	0	1	5	1	0	2	1	1	1	11	95
85	Georgia Southern College	GEOR	1	1	Q	7	001	$1,008	$20,393	12%	0.1	$25.9	$32.7	23	0	66	0	5	6	1	0	1	0	4	0	17	00
86	Georgia Southwestern Coll	GEOR	1	1	Q	7	001	$1,053	$7,813	10%	0.5	$9.3	$11.2	19	0	74	0	4	0	0	0	2	0	0	1	15	93
87	North Georgia College	GEOR	1	1	Q	6	001	$951	$8,351	12%	0.0	$7.4	$10.2	22	0	73	0	3	5	0	0	1	0	1	1	11	95
88	West Georgia College	GEOR	1	1	Q	7	001	$1,238	$10,335	10%	0.0	$19.0	$24.6	24	0	71	0	3	5	1	0	1	0	1	0	11	95
89	Boise State University	IDAH	2	1	S	6	001	$1,050	$25,957	9%	0.0	$32.0	$43.7	22	0	70	0	6	7	2	0	3	0	4	3	25	02
90	Idaho State University	IDAH	1	1	S	8	001	$811	$23,160	16%	0.0	$32.1	$43.1	18	0	70	0	6	5	2	0	3	4	2	5	23	02
91	Bradley University	ILLI	3	3	S	7	001	$6,300			13.0	$32.0	$42.4	70	0	2	0	7	0	1	0	0	3	1	2	10	03
92	Chicago State University	ILLI	0	1	S	6	001	$1,200		10%	0.0	$20.5	$20.4	25	0	65	0	7	13	1	0	0	0	1	1	23	00
93	DePaul University	ILLI	0	2	Q	0	001	$5,427			10.3	$40.5	$54.0	07	0	2	0	2	3	1	0	6	3	0	4	16	92
94	Eastern Illinois University	ILLI	1	1	S	7	001	$1,414	$31,943	10%	0.3	$43.1	$56.7	20	0	60	0	4	5	4	0	2	0	4	4	23	00
95	Governors State University	ILLI	7	1	T	6	001	$1,100	$16,160	10%	0.0	$10.6	$10.7	10	0	75	0	5	1	1	0	0	0	0	1	0	04
96	Lewis University	ILLI	7	3	S	0	001	$5,304			0.1	$11.3	$13.1	00	0	5	0	5	0	0	0	6	0	1	3	21	05
97	National College of Educ	ILLI	7	3	Q	7	000	$4,995			0.3	$16.0	$17.0	70	0	1	0	2	0	10	0	12	0	0	2	40	71
98	Northeastern Illinois Univ	ILLI	0	1	T	6	001	$1,100	$20,224	30%	0.0	$32.5	$34.0	26	0	64	0	5	7	1	0	0	0	1	2	10	00
99	Roosevelt University	ILLI	0	3	OTH	6	001	$4,035			1.0	$20.0	$22.1	02	0	2	0	4	0	0	0	9	1	0	5	24	05
100	Rosary College	ILLI	7	2	S	0	001	$4,700			1.1	$6.4	$7.3	01	3	2	0	0	4	1	0	7	1	0	0	20	07
101	Sangamon State University	ILLI	2	1	S	6	001	$1,014	$15,003	13%	0.0	$17.0	$19.5	12	0	76	0	1	1	0	0	2	0	0	1	13	00
102	Southern Ill Univ-Edwardsvle	ILLI	7	1	Q	0	002	$1,200			0.3	$50.4	$64.0	20	0	60	0	0	4	2	0	1	0	5	0	10	00
103	Western Illinois University	ILLI	1	1	S	7	001	$1,439	$41,995	16%	0.0	$55.4	$74.0	25	0	03	0	2	5	1	0	0	0	7	2	17	00
104	Wheaton College	ILLI	7	3	S	6	001	$5,916			39.1	$22.2	$30.0	03	0	0	0	2	2	0	0	20	9	1	17	42	72
105	Butler University	INDI	0	3	S	7	001	$6,340			03.1	$10.7	$21.6	06	0	0	0	3	3	0	0	0	26	2	3	19	02
106	Indiana Central University	INDI	0	3	OTH	6	001	$5,490			12.0	$9.2	$11.3	72	0	0	0	0	4	7	1	10	10	2	0	24	02
107	Indiana State Univ-Terre Hte	INDI		1	S		001	$1,562																		0	0
108	IUN-Purdue U Fort Wayne	INDI	3	1	S	0	001	$1,430			0.0	$22.3	$23.5	32	0	04	0	1	7	1	0	4	0	3	2	10	00
109	Indiana Univ-Indianapolis	INDI	0	1	S	0	002	$1,213			4.7	$155.0	$300.3	16	0	57	0	11	1	1	1	0	0	0	2	30	73
110	Indiana Univ-Northwest	INDI	4	1	S	6	001	$1,550			0.0	$13.1	$14.3	27	0	03	0	4	0	0	0	1	0	0	2	15	00
111	Indiana Univ At South Bend	INDI	3	1	S	0	001	$1,204			0.0	$12.7	$13.0	31	0	03	0	1	5	0	0	0	0	1	2	9	04
112	Purdue University-Calumet	INDI	4	1	S	7	001	$1,430			0.1	$10.2	$10.7	30	0	56	0	4	5	1	0	2	0	3	2	17	00
113	University of Evansville	INDI	3	3	S	6	001	$6,100			0.7	$21.0	$20.0	00	0	0	0	1	4	1	0	0	4	3	4	21	04
114	Valparaiso University	INDI	4	3	S	0	001	$5,792			10.7	$24.0	$30.0	70	0	0	0	4	3	2	0	0	4	0	4	21	03
115	Drake University	IOWA	3	3	S	0	001	$6,030			14.0	$33.0	$42.0	02	0	0	0	0	3	1	0	10	3	0	2	24	05
116	Univ of Northern Iowa	IOWA	2	1	S	0	001	$1,242	$41,010	4%	0.2	$49.4	$62.0	22	0	74	0	3	0	0	0	1	0	3	0	13	06
117	Emporia State University	KANS	1	1	S	7	001	$1,003	$10,103	-1%	0.0	$20.0	$22.7	19	0	73	0	5	5	0	0	0	0	2	1	13	02

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110	Fort Hays State University	KANS	1	1	S	7	B01	$1,155	$15,730	6%	0.0	$19.7	$22.7	23	0	70	0	4	0	0	0	0	0	3	2	15	93
119	Pittsburg State University	KANS	1	1	S	7	B01	$654	$16,308	3%	2.0	$19.0	$21.5	21	0	73	0	2	6	2	0	1	0	2	0	13	84
120	Washburn University	KANS	2	1	S	0	C01	$1,614	$4,446	0%	4.5	$20.5	$22.6	39	0	19	16	2	5	1	10	4	3	2	4	20	77
121	Wichita State University	KANS	3	1	S	0	B01	$1,248	$30,525	6%	5.1	$54.3	$63.1	27	0	56	3	7	4	0	0	5	0	4	4	24	86
122	Eastern Kentucky University	KENT	1	1	S	7	B01	$900	$30,005	10%	0.0	$56.3	$67.0	22	0	66	0	4	7	2	1	1	0	3	2	20	80
123	Morehead State University	KENT	1	1	S	7	B01	$944	$23,508	11%	0.0	$32.3	$38.4	21	0	68	0	0	7	0	0	0	0	1	2	10	89
126	Murray State University	KENT	1	1	S	7	B01	$894	$20,092	10%	0.0	$40.0	$46.5	21	0	66	0	5	5	1	0	0	0	1	4	10	87
125	Union College	KENT	1	2	S	7	D00	$3,950			2.7	$3.6	$4.2													0	0
128	Western Kentucky University	KENT	1	1	S	7	B01	$954	$30,210	12%	0.1	$52.5	$60.1	20	0	68	0	4	5	1	0	1	0	4	4	19	80
127	Grambling State University	LOUI	1	1	S	6	C01	$1,380	$16,412	11%	0.0	$22.6	$20.2	17	1	59	0	14	10	0	0	3	0	0	9	44	77
120	Louisiana Tech University	LOUI	1	1	Q	0	B01	$888	$25,502	-1%	0.7	$37.4	$51.5	27	0	66	1	5	6	2	0	2	0	1	3	19	94
129	Loyola Univ In New Orleans	LOUI	0	2	S	0	B01	$4,020			26.5	$30.0	$33.0	57	0	3	0	2	3	0	0	3	31	0	4	12	91
130	McNeese State University	LOUI	2	1	S	7	B01	$507	$17,052	-1%	0.0	$22.1	$27.6	20	0	75	0	0	0	5	0	2	0	0	2	10	85
131	Nicholls State University	LOUI	1	1	S	7	B01	$1,374	$16,077	-4%	0.2	$20.0	$25.0	10	0	78	0	3	4	1	0	3	0	2	1	14	98
132	Northeast Louisiana Univ	LOUI	2	1	S	0	B01	$900	$24,027	-3%	0.0	$34.0	$45.1	22	0	68	0	4	0	0	0	2	0	2	0	18	90
133	Northwestern State Univ	LOUI	1	1	S	0	B01	$1,085	$16,248	-4%	0.0	$21.0	$25.7	17	0	76	0	4	4	2	0	0	0	0	4	14	93
134	Southeastern Louisiana Univ	LOUI	1	1	S	7	B01	$738	$17,000	-2%	0.0	$26.1	$32.7	22	0	71	0	5	0	0	0	0	0	1	2	14	93
135	Southern Univ A&M C-Main	LOUI	3	1	S	6	B01	$650			0.1	$43.3	$50.7	18	4	62	0	11	14	2	0	1	0	0	2	30	82
138	University of New Orleans	LOUI	0	1	S	0	B01	$1,224			0.3	$50.4	$50.8	33	0	50	0	3	0	1	0	3	0	0	4	17	91
137	Univ Southwestern Louisiana	LOUI	2	1	S	0	B01	$720	$34,024	-4%	2.3	$48.0	$59.4	22	0	69	0	5	0	1	0	3	1	2	2	19	92
138	Univ Maine At Orono	MAIN	1	1	S	0	B01	$1,545			6.0	$80.7	$100.1	23	5	30	0	13	4	2	0	5	1	5	3	32	59
139	University of Southern Maine	MAIN	2	1	S	6	B01	$1,589			5.3	$32.0	$37.0	28	0	57	0	13	7	2	0	2	0	3	6	33	85
140	Frostburg State College	MARY	2	1	S	6	B01	$1,386	$14,387	13%	0.0	$17.2	$22.3	22	0	70	0	3	4	1	0	0	0	3	0	11	92
141	Hood College	MARY	1	3	S	6	B01	$8,000			13.1	$9.7	$11.6	64	0	6	0	2	2	0	0	7	0	4	0	15	78
142	Loyola College	MARY	0	2	S	7	B01	$8,020			11.3	$22.1	$25.7	70	0	10	0	2	2	3	0	3	1	1	3	14	89
143	Morgan State University	MARY	0	1	S	0	B01	$1,111	$24,361	22%	0.0	$25.7	$20.3	23	0	62	0	11	9	2	0	0	0	0	0	22	85
144	Salisbury State Colleg	MARY	1	1	S	6	B01	$1,656	$12,027	14%	0.0	$18.0	$20.4	30	1	67	0	1	4	1	0	0	0	0	0	8	90
145	Towson State University	MARY	0	1	S	7	B01	$1,304	$33,095	13%	0.3	$45.0	$50.4	35	0	61	0	1	4	1	0	0	0	0	0	8	90
148	University of Baltimore	MARY	0	1	S	6	B01	$1,249	$11,745	19%	0.0	$15.0	$16.1	38	0	62	0	2	2	0	0	2	0	1	0	7	90
147	Univ Maryland-Balto County	MARY	2	1	S	0	B01	$1,518			0.0	$37.5	$42.7	26	0	64	0	7	4	2	0	1	0	0	1	15	80
148	Western Maryland College	MARY	2	3	OTH	6	B01	$7,275			7.0	$10.5	$13.1	70	0	0	0	2	2	2	0	0	5	0	4	18	83
149	Bridgewater State College	MASS	2	1	S	7	B01	$1,195	$19,513	15%	0.0	$17.0	$22.0	34	0	81	0	3	7	1	1	0	0	0	0	12	115
150	Clark University	MASS	3	3	S	0	A01	$8,300			18.2	$25.0	$29.3	71	0	0	0	15	2	1	0	4	3	0	4	26	74
151	Emerson College	MASS	0	3	S	6	B01	$7,004			0.7	$12.5	$15.1	97	0	0	0	4	4	0	0	1	1	0	1	10	90
152	Simmons College	MASS	0	3	S	0	B01	$12,524			35.5	$21.5	$25.1	85	0	0	0	7	2	1	0	0	15	0	3	19	100
153	Smith College	MASS	4	3	OTH	0	B01	$8,093			181.1	$42.5	$51.4	54	0	0	0	2	1	0	0	26	23	3	2	34	77
154	Southeastern Mass Univ	MASS	2	1	S	6	B01	$1,200	$32,115	20%	0.1	$26.4	$32.0	23	0	81	0	0	5	3	0	1	0	0	1	19	106
155	Suffolk University	MASS	0	3	S	5	B01	$5,040			9.4	$24.1	$24.1	94	0	0	0	6	4	0	0	3	3	0	2	15	97
158	University of Lowell	MASS	2	1	S	0	B01	$1,430	$54,801	36%	0.0	$34.2	$34.2	28	0	96	0	0	0	0	0	0	0	0	0	21	122

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ID	INSTITUTION	STATE	CITY SIZE	STATUS CODE	CALENDAR SYSTEM	OE CODE	DOE CODE	TUITION & FEES	NIL$ OF APPROP	2 YR CHANGE	ENDOW BV($MIL)	GENRL EXPEND	TOTAL EXPEND	REVENUE RATIOS R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	SOFT MONEY	HARD MONEY
157	Univ Massachusetts-Boston	MASS	8	1	S	8	C01	$1,538			0.1	$55.3	$57.2	33	0	57	0	7	7	1	1	1	0	0	1	10	90
158	Western New England College	MASS	4	3	S	6	B01	$5,560			2.0	$10.0	$21.6	102	0	0	0	4	3	1	0	0	1	0	3	11	103
159	Central Michigan University	MICH	1	1	S	8	B01	$1,507	$45,175	21%	0.7	$70.0	$81.9	45	0	46	0	3	6	0	0	2	0	3	2	16	91
160	Eastern Michigan University	MICH	3	1	S	7	B01	$1,454	$52,307	21%	2.0	$73.3	$87.1	32	0	53	0	7	5	0	0	2	0	2	3	19	85
161	Grand Valley State College	MICH	4	1	S	8	B01	$1,502	$20,348	21%	3.0	$20.2	$32.5	29	0	51	0	0	0	0	0	0	0	3	3	27	88
162	Harrygrove College	MICH	8	2		6	B01	$4,200			0.2	$6.1	$6.9	73	0	1	0	14	15	4	0	0	3	0	2	43	77
163	Michigan Technological Univ	MICH	1	1	Q	8	D04	$1,892	$33,124	24%	1.0	$56.2	$87.2	24	0	48	0	9	3	3	0	0	0	2	3	28	70
164	Northern Michigan Univ	MICH	1	1	S	7	B01	$1,472	$32,020	10%	1.3	$39.5	$48.2	27	0	60	0	3	7	2	0	3	0	4	3	22	87
165	Oakland University	MICH	7	1	S	8	B01	$1,704	$29,900	20%	2.0	$45.2	$59.1	34	0	48	0	0	3	1	0	4	0	3	2	21	82
166	Saginaw Valley State College	MICH	2	1	T	8	B01	$1,827	$12,242	48%	0.0	$13.0	$16.7	38	0	58	0	4	7	0	0	5	0	3	0	10	90
167	Univ Michigan-Dearborn	MICH	7	1	T	8	B01	$1,888			0.0	$18.0	$22.0	47	0	52	0	0	4	0	0	1	0	4	1	10	90
168	Bemidji State University	MINN	1	1	Q	8	B01	$1,283			0.0	$18.0	$23.7	24	0	58	0	0	10	0	0	1	0	0	2	20	83
169	College of Saint Thomas	MINN	7	2	Q	7	B01	$5,880			37.3	$35.5	$40.3	58	0	0	0	2	2	0	0	6	0	27	5	40	84
170	Moorhead State University	MINN	2	1	Q	8	B01	$1,598			0.0	$23.4	$29.9	29	0	65	0	4	10	1	0	0	0	0	1	16	84
171	St. Cloud State University	MINN	2	1	Q	7	B01	$1,615			1.1	$37.7	$45.0	31	0	63	0	3	9	0	0	1	1	0	2	23	85
172	Saint Mary's College	MINN	1	2	S	8	B01	$5,800			2.4	$8.4	$11.0	74	0	0	0	10	3	0	0	0	0	0	4	31	74
173	Univ Minnesota-Duluth	MINN	3	1	Q	7	B01	$2,037			3.8	$36.3	$45.5	26	0	57	0	0	0	2	0	4	1	5	3	20	84
174	Jackson State University	MISP	3	1	S	8	B01	$1,072	$14,785	-17%	0.0	$31.7	$36.7	20	0	54	0	21	10	1	0	1	0	4	0	43	74
175	Mississippi Univ For Women	MISP	1	1	S	7	B01	$1,075	$5,870	-31%	0.3	$11.5	$13.4	17	0	71	2	3	5	2	0	3	0	2	1	10	90
176	Central Missouri State Univ	MISO	1	1	S	7	B01	$892	$28,162	23%	2.0	$30.0	$41.0	21	0	70	0	3	7	1	1	1	0	3	3	19	81
177	Lincoln University	MISO	1	1	S	6	B01	$680	$8,338	15%	0.0	$13.2	$14.7	16	21	51	0	12	0	2	0	0	0	1	3	24	88
178	Lindenwood College	MISO	7	3	S	6	B01	$4,600			2.3	$6.2	$7.4	80	0	0	0	2	4	0	0	0	5	2	3	19	85
179	Northeast Missouri St Univ	MISO	1	1	S	7	B01	$770	$20,626	37%	5.0	$22.5	$28.4	26	0	62	5	3	0	1	0	0	2	1	3	16	83
180	Northwest Missouri St Univ	MISO	1	1	S	7	B01	$900	$14,834	20%	0.3	$19.1	$24.4	27	0	64	0	2	0	0	0	0	0	2	4	18	81
181	Southeast Missouri St Univ	MISO	1	1	S	7	B01	$700			2.2	$30.4	$36.0	21	0	63	0	10	0	0	0	3	1	1	4	26	85
182	Southwest Missouri St Univ	MISO	2	1	S	7	B01	$1,104	$26,162	23%	0.2	$41.3	$48.4	29	0	60	0	2	0	0	0	1	0	1	6	18	97
183	Univ Missouri-St. Louis	MISO	8	1	S	8	B01	$1,307			1.7	$39.4	$43.5	35	2	57	0	4	3	0	0	3	0	1	4	15	94
184	Webster University	MISO	8	3	S	7	B01	$4,800			2.0	$17.9	$18.4	92	0	0	0	8	2	0	0	4	0	0	1	13	92
185	Montana State University	MONT	1	1	Q	8	B01	$1,112	$40,511	-4%	0.4	$50.0	$60.0	17	0	65	0	11	6	2	0	4	1	0	0	23	83
186	Creighton University	NEBR	4	2	S	8	B02	$5,234			25.5	$67.0	$75.5	41	0	0	0	8	1	2	0	7	3	36	4	56	44
187	Kearney State College	NEBR	1	1	S	7	B01	$1,004	$11,585	6%	0.0	$18.0	$20.0	34	0	61	0	3	12	2	0	0	0	0	1	10	95
188	Univ Nebraska At Omaha	NEBR	4	1	S	7	B01	$1,333			0.6	$37.9	$42.5	33	0	58	0	4	6	1	0	3	0	3	2	10	91
189	Wayne State College	NEBR	1	1	S	7	B01	$1,007	$8,165	1%	0.0	$8.1	$10.3	26	0	68	0	4	11	2	0	0	0	0	1	10	84
190	Univ of Nevada-Las Vegas	NEVA	3	1	S	8	B01	$1,000			0.1	$43.5	$45.1	21	0	51	0	7	3	1	0	3	1	0	12	35	73
191	Rivier College	NEWH	2	2	S	6	B01	$4,500			3.4	$4.0	$4.7	103	0	0	0	3	4	0	0	5	0	0	7	10	103
192	Farlgh Dckns Florhan-MAD	NEWJ	5	3	S	8	B01	$5,100			2.2	$17.7	$19.1	88	0	3	0	2	2	1	0	3	1	0	5	13	92
193	Farlgh Dckns U Rutherfd	NEWJ	7	3	S	8	B01	$8,000			2.4	$18.7	$18.6													0	0
194	Farlgh Dckns Teaneck Can	NEWJ	7	3	S	8	B02	$4,800			4.7	$42.1	$45.3	78	0	2	0	4	2	12	0	4	1	3	3	28	73
195	Jersey City-State College	NEWJ	4	1	S	5	B01	$1,122	$21,039	14%	0.0	$26.1	$27.6	26	0	62	0	4	9	4	0	3	0	0	0	20	80

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196	Kean College of New Jersey	NEWJ	5	1	5	7	001	$1,320	$24,584	15%	0.0	$31.0	$34.4	32	0	58	0	3	6	1	0	0	0	0	0	10	90
197	Monmouth College	NEWJ	4	2	5	6	001	$6,330			3.0	$18.0	$22.2	79	0	0	0	2	3	9	0	4	1	0	4	22	80
198	Montclair State College	NEWJ	5	1	5	6	001	$1,544	$29,341	17%	0.0	$38.4	$40.6	33	0	60	0	3	6	1	0	0	0	2	0	12	93
199	Rider College	NEWJ	3	3	5	6	005	$4,050			3.5	$25.0	$30.5	71	0	0	0	2	3	11	0	3	4	0	3	22	75
200	Rutgers St U-Newark	NEWJ	6	1	5	6	001	$2,042			12.0	$62.2	$71.1	25	2	60	0	7	3	1	0	4	2	0	5	20	80
201	Seton Hall University	NEWJ	5	2	OTH	6	001	$5,780			7.4	$55.5	$59.3	72	0	11	0	0	3	0	0	2	1	0	7	28	84
202	Trenton State College	NEWJ	3	1	5	7	001	$1,625	$26,181	10%	0.0	$31.0	$40.6	29	0	64	0	4	5	1	0	1	0	0	0	11	93
203	William Paterson College	NEWJ	3	1	5	6	001	$1,306	$27,021	10%	0.0	$29.0	$30.5	29	0	71	0	2	6	0	0	0	0	0	0	0	100
204	Eastern New Mexico	NEWM	1	1	5	7	001	$788	$19,753	-4%	0.2	$21.3	$24.4	15	0	67	1	10	7	-1	0	1	1	2	2	23	84
205	New Mexico Highlands Univ	NEWM	1	1	5	7	001	$522	$9,620	-2%	1.1	$11.1	$13.4	12	0	74	0	14	11	1	0	2	2	0	2	30	80
206	New Mexico Inst Min & Tech	NEWM	1	1	5	6	001	$780	$11,750	-3%	1.5	$17.4	$21.7	9	0	55	0	32	2	0	0	12	3	0	3	50	67
207	Western New Mexico Univ	NEWM	1	1	5	6	001	$882	$6,787	10%	0.6	$6.4	$7.0	15	0	72	0	5	9	4	0	2	3	1	5	26	90
208	Alfred University	NEWY	1	3	5	6	001	$8,305	$15,007	0%	11.0	$18.1	$20.9	71	0	2	0	8	4	0	0	0	3	1	6	25	76
209	College of New Rochelle	NEWY	7	3	5	6	001	$5,610			2.4	$18.4	$20.5	85	0	6	0	2	25	1	0	6	1	0	1	35	92
210	College of Saint Rose	NEWY	4	3	5	6	001	$5,140			16.5	$9.0	$11.4	81	0	8	0	4	6	1	0	7	0	0	3	21	89
211	Elmira College	NEWY	2	3	OTH	6	001	$6,000			11.2	$9.0	$12.1	75	0	5	0	0	5	1	0	6	0	1	6	20	89
212	Iona College	NEWY	7	3	5	7	001	$5,250			5.6	$23.0	$26.3	92	0	6	0	4	5	1	0	5	1	0	4	19	99
213	Long Island University-POST	NEWY	7	3	5	7	001	$6,340			0.4	$50.0	$55.4	90	0	6	0	2	3	1	0	1	0	4	2	13	96
214	Manhattan College	NEWY	1	3	5	6	001	$5,400			3.0	$22.0	$25.0	80	0	5	0	3	4	1	0	5	1	0	3	16	86
215	Manhattanville college	NEWY	7	3	5	6	001	$8,000			5.2	$10.5	$13.7	73	0	3	0	2	3	2	0	6	4	0	2	15	80
216	Niagara University	NEWY	5	3	5	7	001	$5,610			3.2	$16.3	$21.4	88	0	6	0	5	7	3	0	5	0	1	4	25	94
217	Pace University	NEWY		3	5			$5,020			10.0			88	0	4	0	1	5	0	0	2	2	0	5	13	94
218	Rochester Inst of Technology	NEWY	4	3	Q	6	001	$7,102			82.0	$102.7	$126.0	54	0	3	0	29	3	1	0	5	4	2	4	64	61
219	Russell Sage College	NEWY	4	3	5	6	001	$6,850			3.0	$14.0	$18.0	82	2	4	0	0	0	2	0	3	2	0	2	15	90
220	St. Bonaventure University	NEWY	1	2	5	6	001	$4,990			5.5	$14.3	$18.7	81	0	5	0	2	4	1	0	4	3	0	7	18	89
221	Sarah Lawrence College	NEWY	7	3	5	6	001	$10,770			5.7	$11.2	$13.4	80	0	3	0	1	1	0	0	9	3	0	4	15	86
222	Suny College At Brockport	NEWY	4	1	5	7	001	$1,475	$28,187	-7%	0.0	$51.7	$59.9	15	0	69	0	2	5	9	0	1	0	0	2	19	75
223	Suny College At Buffalo	NEWY	6	1	5	7	001	$1,457	$37,365	3%	0.0	$58.8	$64.0	20	0	59	0	2	7	9	1	1	0	0	2	22	78
224	Suny College At Cortland	NEWY	1	1	5	7	001	$1,102	$22,348	2%	0.0	$35.0	$42.0	10	0	81	0	1	5	7	0	3	0	0	3	19	78
225	Suny College At Fredonia	NEWY	1	1	5	7	001	$1,404	$28,105	1%	0.0	$32.3	$34.1	15	0	59	0	11	2	4	0	2	2	0	2	21	78
226	Suny College At Geneseo	NEWY	4	1	5	7	001	$1,405	$28,189	-1%	0.0	$32.0	$39.1	19	0	64	0	1	4	6	0	1	0	0	2	14	83
227	Suny College At New Paltz	NEWY	1	1	5	7	001	$1,375	$25,000	2%	0.0	$37.6	$43.0	20	0	62	0	2	7	8	0	1	0	0	3	21	82
228	Suny College At Oneonta	NEWY	1	1	5	7	001	$1,350	$22,714	1%	0.4	$35.0	$43.9	19	0	65	0	1	5	8	0	1	0	0	3	18	84
229	Suny College At Oswego	NEWY	4	1	5	7	001	$1,475	$27,701	0%	0.0	$45.7	$55.5	19	0	62	0	1	5	8	0	1	0	0	3	16	81
230	Suny College At Plattsburgh	NEWY	1	1	5	7	001	$1,350	$21,019	1%	0.0	$38.1	$43.0	18	0	60	0	3	6	6	0	2	0	0	4	21	78
231	Suny College At Potsdam	NEWY	1	1	5	6	001	$1,475	$19,485	-2%	0.0	$31.5	$38.9	16	0	64	0	1	4	8	0	1	0	0	2	14	88
232	Suny C of Tech Utica-Rome	NEWY	3	1	5	6	001	$1,350			0.0	$11.0	$12.0	25	0	67	0	1	6	7	1	1	0	0	3	19	92
233	Suny C Envrnatl Sci-Fors	NEWY	4	1	5	6	001	$1,419			0.0	$26.0	$27.0	6	0	52	0	7	1	1	1	0	0	0	1	10	50
234	Union College	NEWY	4	3	OTH	6	001	$8,030			50.0	$26.5	$30.9	75	1	3	0	3	1	0	0	9	10	0	2	15	85

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235	Appalachian State Univ	NCRC	3	1	S	7	001	$770	$36,679	24%	6.7	$43.6	$57.6	16	0	69	0	3	4	1	0	1	1	7	2	18	86
236	East Carolina University	NCRC	1	1	S	8	002	$766	$92,606	20%	8.4	$86.0	$110.0	13	0	65	0	3	2	3	1	1	0	3	15	28	78
237	North Carolina Central Univ	NCRC	3	1	S	6	001	$753			0.7	$24.3	$29.6	15	0	73	0	9	12	1	0	1	0	2	0	25	88
238	Univ of N C Charlotte	NCRC	4	1	S	7	001	$660	$30,562	30%	1.0	$39.6	$54.5	22	0	69	0	3	4	1	1	3	0	0	1	13	91
239	Wake Forest University	NCRC	4	2	S	8	002	$8,000			122.2	$101.5	$128.2	26	0	2	0	13	0	4	0	15	0	1	34	67	36
240	Western Carolina Univ	NCRC	1	1	S	7	001	$781	$20,339	33%	0.5	$29.5	$38.9	17	0	64	0	7	5	3	0	3	1	0	1	25	82
241	North Dakota State Univ	NDAK	2	1	Q	8	001	$1,095	$91,112	12%	1.6	$87.0	$79.0	17	7	52	0	5	4	2	0	4	1	0	0	23	77
242	Antioch University	OHIO	4	3	OTH	8	001	$6,000			5.1	$22.0	$23.1	73	0	0	0	13	3	0	0	9	2	2	1	20	75
243	Ashland College	OHIO	1	2	S	8	001	$6,540			4.0	$13.3	$17.4	84	0	0	0	0	6	0	0	7	2	2	4	19	86
244	Cleveland State University	OHIO	6	1	Q	8	001	$1,713	$46,402	21%	0.3	$68.5	$71.0	30	0	54	0	4	4	1	1	3	0	1	3	17	83
245	John Carroll University	OHIO	0	2	S	8	001	$5,344			11.3	$18.0	$21.6	78	0	0	0	3	3	0	0	11	5	0	4	21	83
246	University of Dayton	OHIO	4	2	OTH	8	001	$5,260			15.4	$64.0	$77.7	57	0	0	0	32	2	0	0	12	1	0	5	51	58
247	Wright State Univ-Main	OHIO	4	1	Q	8	002	$1,649			1.7	$75.0	$82.1	34	0	53	0	0	3	1	0	4	0	2	0	26	87
248	Xavier University	OHIO	6	2	S	6	001	$4,150			0.3	$25.0	$30.0	76	0	0	0	2	3	2	0	10	3	2	2	21	79
249	Youngstown State University	OHIO	4	1	Q	6	001	$1,335	$36,830	20%	4.0	$48.5	$53.4	44	0	50	0	1	0	1	0	4	1	0	3	17	104
250	Central State University	OKLA	4	1	S	6	001	$535	$20,005	3%	0.1	$28.4	$32.4	23	0	50	0	10	0	1	0	1	0	0	0	21	81
251	Phillips University	OKLA	2	2	S	8	001	$3,040			10.0	$7.0	$8.7	40	0	0	0	0	2	0	0	22	10	0	0	30	50
252	University of Tulsa	OKLA	4	2	S	8	001	$4,700			21.0	$30.0	$45.0	52	0	0	0	2	2	0	0	15	25	0	4	29	77
253	Lewis and Clark College	OREG	0	2	Q	7	001	$8,120			13.5	$22.0	$26.2	70	0	1	0	4	1	0	0	5	6	0	4	14	85
254	Southern Oregon State Coll	OREG	2	1	Q	6	001	$1,473	$11,125	24%	0.0	$15.6	$21.0	33	0	50	0	7	11	4	0	2	0	1	3	20	91
255	University of Portland	OREG	0	2	S	8	001	$6,000			4.7	$13.3	$16.5	83	0	0	0	3	4	3	0	7	2	1	0	10	85
256	Bloomsburg University	PENN	1	1	S	6	001	$1,710	$21,275	11%	0.0	$29.4	$33.5	33	0	61	0	4	0	0	0	0	0	0	2	12	84
257	Bucknell University	PENN	1	3	S	8	001	$9,005			48.5	$32.1	$39.6	81	0	0	0	2	1	1	0	0	11	1	4	17	92
258	California University	PENN	7	1	S	7	001	$1,000	$17,153	0%	0.0	$23.0	$26.0	28	0	63	0	2	7	1	0	0	0	3	1	14	91
259	Cheyney Univ of Penn	PENN	7	1	S	8	001	$1,775	$12,162	0%	0.0	$15.4	$17.3	22	0	69	0	5	11	1	0	0	0	0	3	20	91
260	Clarion Univ of Penn Main	PENN	1	1	S	6	001	$1,064	$19,206	11%	0.0	$25.3	$30.6	31	0	61	0	2	6	2	0	0	0	0	2	12	92
261	Drexel University	PENN	0	3	Q	8	001	$5,720			31.8	$66.0	$74.6	74	0	6	0	0	3	1	0	5	3	0	3	20	83
262	Duquesne University	PENN	0	2	S	8	001	$5,850			7.4	$32.0	$41.4	78	0	0	0	1	4	3	1	9	1	0	7	25	78
263	East Stroudsburg Univ Penn	PENN	4	1	S	6	001	$1,005	$15,020	11%	0.0	$23.0	$25.5	28	0	56	0	2	5	0	0	1	0	2	2	12	85
264	Edinboro University of Penn	PENN	3	1	S	7	001	$1,010	$20,687	16%	0.0	$25.7	$29.9	35	0	65	0	1	7	0	0	0	0	0	0	0	100
265	Gannon University	PENN	3	2	OTH	8	001	$4,400			5.2	$16.5	$18.9	79	0	0	0	4	7	4	0	0	2	0	0	31	81
266	Indiana University of Penn	PENN	1	1	S	8	001	$1,712	$30,753	13%	0.0	$50.5	$64.6	32	0	54	0	3	7	1	0	0	0	1	2	14	86
267	Kutztown University	PENN	3	1	S	6	001	$1,700	$18,793	12%	0.0	$27.2	$29.6	34	0	56	0	1	4	1	0	0	0	0	2	8	88
268	Mansfield University	PENN	1	1	S	6	001	$1,086	$12,002	10%	0.0	$18.2	$18.0	28	0	64	0	1	7	4	0	0	0	0	4	18	92
269	Marywood College	PENN	4	2	S	6	001	$4,200			0.7	$18.0	$13.1	75	0	0	0	3	6	4	0	15	0	1	3	32	83
270	Millersville Univ of Penn	PENN	3	1	S	7	001	$1,701	$21,178	12%	0.0	$32.1	$34.9	32	0	54	0	2	5	1	0	0	0	0	5	13	88
271	Shippensburg University	PENN	3	1	S	7	001	$1,012	$18,324	11%	0.0	$30.0	$32.2	29	0	55	0	4	4	1	0	0	0	1	3	13	84
272	Slippery Rock University	PENN	1	1	S	6	001	$1,000	$20,175	13%	0.0	$29.7	$32.9	32	0	55	0	2	6	1	0	0	0	0	3	12	87
273	University of Scranton	PENN	4	2	S	8	001	$4,304			8.4	$21.5	$25.3	81	0	0	0	2	5	10	0	5	1	0	2	24	84

FINAL VERSION (DATED 12/31/86)

1986-87 FACULTY SALARY STUDY [TOTAL DATABASE: PART I]

FINAL VERSION DATED 12/31/86

##	INSTITUTION	STATE	CITY SIZE	STATUS CODE	CALENDAR SYSTEM	OE CODE	DOE CODE	TUITION & FEES	NIL$ OF APPROP	2 YR CHANGE	ENDOW BV($MIL)	GENRL EXPEND	TOTAL EXPEND	REVENUE RATIOS R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	SOFT MONEY	HARD MONEY
274	Villanova University	PENN	7	2	S	0	001	$6,020			12.2	$50.7	$70.1	87	0	0	0	1	2	1	0	4	1	1	7	20	80
275	West Chester University	PENN	7	1	S	6	001	$1,010			0.2	$36.7	$42.4	38	0	62	0	1	5	0	0	0	0	1	1	10	100
276	Widener University	PENN	7	3	S	0	001	$6,700			2.0	$21.2	$24.4	86	0	0	0	6	3	2	0	0	1	0	1	20	87
277	Wilkes College	PENN	4	3	S	0	001	$5,750			5.5	$13.0	$16.3	75	0	0	0	9	7	4	0	5	3	0	4	28	78
278	Providence College	RHOD	4	2	S	0	001	$7,003			7.1	$28.3	$34.5	90	0	0	0	5	2	0	0	0	2	0	1	10	92
279	Rhode Island College	RHOD	4	1	S	7	001	$1,070	$26,472	11%	0.0	$33.3	$37.1	24	0	68	0	4	0	1	0	0	0	1	1	13	92
280	Salve Regina-Newport College	RHOD	2	2	S	0	001	$5,350			0.0	$10.5	$11.5	76	0	0	0	2	3	0	0	6	0	0	4	15	76
281	The Citadel	SCAR	3	1	S	7	001	$3,701			6.7	$16.0	$24.2	35	0	61	0	0	2	0	0	9	0	1	2	14	86
282	College of Charleston	SCAR	3	1	S	0	001	$1,636	$17,089	10%	0.0	$22.1	$26.8	37	0	56	0	3	4	0	0	0	0	0	2	9	91
283	Winthrop College	SCAR	2	1	S	7	001	$1,272	$16,643	8%	0.5	$21.7	$27.0	24	0	61	0	0	5	4	0	1	0	0	2	12	85
284	South Dakota State Univ	SDAK	1	1	S	0	001	$1,470	$30,307	14%	10.5	$45.7	$51.0	21	12	48	0	0	6	1	0	1	0	7	6	27	91
285	Austin Peay State Univ	TENN	2	1	Q	7	001	$897	$15,012	22%	0.1	$18.3	$18.4	20	0	64	0	5	7	0	0	1	0	0	2	21	84
286	East Tennessee State Univ	TENN	3	1	S	0	001	$960	$42,604	10%	0.1	$50.4	$55.2	19	5	56	0	3	4	0	0	4	0	9	3	23	80
287	Middle Tenn State Univ	TENN	4	1	S	0	001	$922	$35,234	22%	0.0	$37.0	$44.0	23	0	66	0	2	0	1	0	1	0	4	3	17	89
288	Tennessee State University	TENN	4	1	S	0	001	$1,435	$22,690	10%	0.2	$37.5	$41.1	21	0	46	0	20	12	1	0	2	0	4	2	41	67
289	Tennessee Technological U	TENN	1	1	Q	0	001	$951			1.5	$31.7	$39.1	19	0	60	0	4	0	3	0	2	0	5	4	24	78
290	Univ Tennessee-Chattanooga	TENN	3	1	S	0	001	$1,010			1.1	$29.0	$33.2	27	0	53	0	5	5	1	0	5	4	5	0	21	84
291	Abilene Christian University	TEXA	2	2	S	7	001	$3,450			40.0	$21.2	$20.0	55	1	0	0	1	3	0	0	0	13	4	6	23	89
292	American Technological Univ	TEXA	2	3	S	0	001	$2,100			0.3	$1.1	$1.1	88	1	0	0	0	0	0	0	0	0	0	7	19	81
293	Angelo State University	TEXA	2	1	S	0	001	$750			1.0	$17.4	$25.7	20	0	70	0	2	4	0	0	1	10	1	6	14	109
294	Corpus Christi State Univ	TEXA	3	1	S	0	001	$384			0.4	$10.3	$11.0	13	0	87	0	1	2	1	0	0	0	0	1	13	100
295	East Texas State University	TEXA	4	1	S	0	001	$394			0.2	$31.0	$30.1	0	0	82	0	3	2	2	0	1	0	2	4	14	91
296	Midwestern State University	TEXA	2	1	S	0	001	$706			0.3	$14.4	$17.0	17	0	84	0	1	1	0	0	4	0	1	2	11	101
297	Our Lady of the Lake Univ	TEXA	6	2	S	0	001	$3,000			5.1	$0.4	$0.5	53	0	0	0	15	7	2	0	20	5	0	6	63	50
298	Pan American University	TEXA	3	1	S	0	001	$800			0.3	$32.5	$36.6	12	0	75	0	12	10	1	0	1	0	3	5	32	87
299	Prairie View A&M University	TEXA	7	1	S	0	001	$260			1.0	$34.1	$41.0	2	0	71	0	21	5	1	1	4	0	0	3	35	73
300	St. Mary's University-San Ant	TEXA	6	2	S	0	001	$4,531			9.6	$15.0	$18.3	78	0	0	0	13	5	0	0	0	5	0	4	20	83
301	Sam Houston State University	TEXA	1	1	S	0	001	$404			2.7	$35.6	$47.0	18	0	78	0	2	3	1	0	3	0	0	0	15	87
302	Southwest Texas State Univ	TEXA	4	1	S	7	001	$770			5.0	$40.4	$46.0	14	0	85	0	2	3	3	0	1	1	2	4	15	100
303	Stephen F. Austin State Univ	TEXA	1	1	S	0	001	$400			1.1	$37.5	$55.0	16	0	72	0	4	3	10	0	2	0	4	2	25	80
304	Sul Ross State University	TEXA	1	1	S	7	001	$1,047			0.0	$0.0	$12.5	14	0	90	0	4	0	0	0	1	1	3	4	10	105
305	Tarleton State University	TEXA	1	1	S	0	001	$374			2.0	$14.0	$18.5	16	0	78	0	2	4	0	0	1	2	2	5	14	90
306	Texas A&I University	TEXA	1	1	S	0	001	$812			0.7	$24.0	$31.1	13	0	66	0	5	5	0	0	12	0	11	2	35	78
307	Trinity University	TEXA	6	2	S	0	001	$5,490			102.0	$29.2	$33.7	42	0	0	0	4	1	0	0	7	43	0	0	20	85
308	University of Dallas	TEXA	7	2	S	0	001	$4,850			21.1	$10.0	$13.1	70	2	0	0	0	2	0	0	7	16	0	4	13	88
309	Univ of Houston-Clear Lake	TEXA	0	1	S	6	001	$400			0.0	$20.0	$23.2	15	0	85	0	2	0	1	0	1	0	0	2	6	100
310	University of St. Thomas	TEXA	0	2	S	0	001	$3,500			5.3	$0.6	$9.7	60	0	0	0	2	4	0	0	14	5	0	12	32	85
311	Univ Texas At Arlington	TEXA	7	1	S	0	001	$754			2.1	$27.7	$32.2	18	0	77	0	5	2	1	0	2	0	2	3	15	83
312	Univ Texas At El Paso	TEXA	1	1	S	0	001	$400			12.1	$47.0	$50.5	14	0	79	0	5	5	0	0	4	2	0	2	16	85

FINAL VERSION DATED 12/31/86

ID	INSTITUTION	STATE	CITY SIZE	STATUS CODE	CALENDAR SYSTEM	OE CODE	DOE CODE	TUITION & FEES	HIL$ OF APPROP	2 YR CHANGE	ENDOW BV($MIL)	GENRL EXPEND	TOTAL EXPEND	REVENUE RATIOS R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	SOFT MONEY	HARD MONEY
313	Univ Texas Of Permian Basin	TEXA	2	1	S	6	001	$387			2.7	$8.8	$9.9	0	0	91	0	0	0	0	0	3	1	0	2	5	100
314	Univ Texas At San Antonio	TEXA	6	1		6	001	$750			1.9	$34.3	$39.8	17	0	79	0	0	4	0	0	2	0	3	2	19	98
315	Univ Texas At Tyler	TEXA	2	1	S	6	001	$360			11.9	$11.4	$12.3	10	0	74	0	2	0	0	0	4	0	2	1	9	92
316	West Texas State University	TEXA	2	1	S	7	001	$442			3.3	$28.2	$33.6	15	0	72	0	4	4	1	0	4	1	0	3	22	80
317	Saint Michael's College	VERM	2	2	S	6	001	$8,500			5.0	$12.0	$16.1	86	2	0	0	0	2	0	0	0	1	0	0	0	89
318	George Mason University	VIRG	7	1	S	0	001	$1,380	$40,271	29%	0.0	$42.7	$53.6	43	0	62	0	3	2	1	1	2	0	0	1	10	105
319	James Madison University	VIRG	1	1	S	7	001	$2,100	$28,340	31%	0.2	$38.0	$52.9	34	0	63	0	1	3	1	0	0	0	0	1	6	97
320	Lynchburg College	VIRG	2	2	S	7	001	$5,050			11.9	$10.7	$14.0	73	0	0	0	0	2	0	0	0	0	0	5	23	81
321	Norfolk State University	VIRG	4	1	S	6	001	$1,200	$22,441	25%	0.0	$27.3	$32.6	21	0	63	0	7	16	3	0	1	0	0	2	29	84
322	Old Dominion University	VIRG	4	1	S	0	001	$1,504	$40,448	10%	4.0	$52.1	$65.2	31	0	57	0	5	0	1	0	2	0	0	3	11	88
323	Radford University	VIRG	1	1	S	7	001	$1,723	$10,200	34%	0.0	$19.9	$31.7	30	0	61	0	3	5	0	0	0	0	0	1	9	81
324	University of Richmond	VIRG	4	2	S	0	001	$7,155			125.1	$24.0	$33.0	88	0	0	0	1	1	0	0	0	20	0	7	17	100
325	Virginia State University	VIRG	2	1	S	0	001	$1,000	$13,500	2%	0.0	$24.0	$29.4	26	0	56	0	28	10	0	0	0	0	0	0	30	82
326	Central Washington Univ	WASH	1	1	Q	6	001	$1,240	$25,295	6%	0.0	$31.1	$42.3	25	0	70	0	3	5	2	0	1	0	2	2	15	85
327	Eastern Washington Univ	WASH	3	1	Q	7	001	$1,218	$28,548	7%	0.0	$38.7	$48.8	23	0	66	0	5	5	3	0	2	0	0	3	18	89
328	Gonzaga University	WASH	3	2	S	0	001	$6,100			13.1	$20.7	$24.3	82	0	0	0	7	3	0	0	7	2	0	3	20	84
329	Pacific Lutheran University	WASH	3	2	S	0	001	$6,535			2.0	$23.7	$28.7	80	0	0	0	5	2	0	0	0	1	0	2	17	81
330	Seattle University	WASH	6	2	Q	0	001	$5,625			15.4	$20.6	$25.3	80	0	0	0	12	3	0	0	5	4	2	4	26	92
331	University of Puget Sound	WASH	3	2	S	6	001	$6,060			22.6	$30.3	$36.1	82	0	0	0	4	2	0	0	3	0	0	0	15	80
332	Western Washington Univ	WASH	2	1	Q	7	001	$1,200	$30,867	9%	0.0	$40.7	$52.3	26	0	68	0	4	5	3	0	1	0	1	2	16	84
333	Marshall University	WVIR	3	1	S	5	002	$900	$30,303	12%	0.0	$30.1	$46.9	26	0	64	0	6	0	2	0	5	0	0	2	21	80
334	Univ Wisconsin-Eau Claire	WISC	2	1	S	7	001	$1,251	$25,133	4%	0.0	$41.3	$53.6	30	0	63	0	6	7	0	0	0	0	0	1	14	93
335	Univ Wisconsin-Green Bay	WISC	2	1	S	0	001	$1,073	$12,602	7%	0.0	$21.0	$23.9	20	0	69	0	7	5	0	0	2	0	2	1	17	89
336	Univ Wisconsin-La Crosse	WISC	2	1	S	0	001	$1,300	$10,050	5%	0.1	$34.7	$42.5	30	0	62	0	5	7	0	0	1	0	2	2	17	92
337	Univ Wisconsin-Oshkosh	WISC	3	1	S	0	001	$1,200	$20,072	5%	0.0	$30.7	$50.3	24	0	68	0	6	6	0	0	0	0	1	32	45	93
338	Univ Wisconsin-Parkside	WISC	2	1	S	6	C01	$1,144	$14,044	14%	0.1	$20.7	$22.6	21	0	73	0	5	4	0	0	1	0	0	1	11	94
339	Univ Wisconsin-Platteville	WISC	1	1	S	6	001	$1,110	$14,150	8%	0.1	$23.3	$28.9	28	0	65	0	4	7	0	0	0	0	3	1	15	93
340	Univ Wisconsin-River Falls	WISC	1	1	Q	6	001	$1,303	$14,786	8%	0.0	$27.2	$32.7	35	0	58	0	4	6	0	0	0	0	1	2	15	93
341	Univ Wisconsin-Stevens Point	WISC	1	1	S	0	001	$1,239	$21,300	3%	0.0	$35.0	$47.0	27	0	62	0	0	0	0	0	0	0	3	2	21	89
342	Univ Wisconsin-Stout	WISC	1	1	S	7	001	$1,111	$10,004	0%	0.1	$30.5	$47.0	32	0	55	0	10	0	0	0	1	0	3	1	21	87
343	Univ Wisconsin-Superior	WISC	3	1	Q	7	001	$1,204	$8,716	11%	0.3	$13.3	$15.0	23	0	64	0	12	0	0	0	0	0	1	1	20	87
344	Univ Wisconsin-Whitewater	WISC	1	1	S	6	001	$1,190	$21,250	7%	0.1	$34.0	$45.0	31	0	63	0	4	5	0	0	0	0	2	1	12	94
	MINIMUM VALUES		NA	NA	NA	NA	NA	$260	$0	-31.0%	$0.0	$1.1	$1.1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	MAXIMUM VALUES		NA	NA	NA	NA	NA	$12,524	$113,000	48.0%	$181.1	$155.8	$200.3	100	93	98	78	44	25	12	10	20	43	30	34	73	122
	AVERAGE VALUE		NA	NA	NA	NA	NA	$2,830	$20,234	11.0%	$8.0	$31.5	$37.7	41	1	62	0	5	5	2	0	4	2	1	3	20	88
	STD DEVIATION		NA	NA	NA	NA	NA	$2,610	$21,007	10.5%	$10.9	$22.3	$29.1	27	6	31	4	5	3	2	1	5	5	3	3	10	14
	COUNT (NON-BLANKS)		342	344	341	342	342	343	183	184	343	342	342	340	340	340	340	340	340	340	340	340	340	340	344	344

Appendix A-Part 2 pages 9-17

FINAL VERSION DATED 12/31/86

NO	INSTITUTION	STATE	NUMBER OF FULL-TIME FACULTY: MEN PR	MEN AO	MEN AI	MEN IN	WOMEN PR	WOMEN AO	WOMEN AI	WOMEN IN	TOTAL PR	TOTAL AO	TOTAL AI	TOTAL IN	TOTAL FACULTY	PERCENTAGE OF TENURED FACULTY PR	PR AO	PR AI	PR IN	BENEFITS AS % OF SALARY	NUMBER OF STUDENTS: TOTAL FTE UG	TOTAL FTE G	% PART UG	% FULL UG	NO OF FTE	TOTAL FTE STUDENTS	TOTAL HEADCOUNT,UG	TOTAL HEADCOUNT,UG
1	Alabama A & M University	ALAB	34	51	54	16	14	26	32	18	48	77	86	34	245	96	86	58		19	3247	974	9.2%	90.8%	820	4221	2867	380
2	Alabama State University	ALAB	19	33	30	25	4	12	35	25	23	45	65	50	183	87	80	56	2	17	3208	327	9.8%	90.6%	722	3813	2971	315
3	Auburn University-Montgomery	ALAB	23	48	40	17	3	12	22	14	26	60	62	31	179	88	90	35		22	4400	450	0.0%	0.0%	1300	4850		
4	Jacksonville State University	ALAB	86	25	24	41	23	2	20	39	109	27	53	80	269	99	59	40	0	20	6241	779	22.4%	77.6%	1167	7020	4865	1396
5	Troy State University-Main	ALAB	20	20	39	17	3	14	30	21	31	42	78	38	189	90	71	35		20	4286	313	18.5%	81.5%	757	4599	3495	781
6	Troy St U Dothn-Ft Rucker	ALAB	3	4	15	3	1	1	11	1	4	5	26	4	39	0		23		21	1185	531	62.4%	37.6%	117	1636	416	689
7	Troy State U Montgomery	ALAB	3	6	10	3	1	0	3	3	4	6	13	6	29	0	50	23		21	1425	491	80.3%	19.7%		1916	201	1144
8	Tuskegee University	ALAB	47	44	40	23	6	11	20	21	53	55	77	44	229	84	55	40	9	17	3117	183	2.0%	80.0%	684	3300	3054	83
9	Univ Alabama In Huntsville	ALAB	43	53	66	0	4	15	22	15	47	68	88	23	226	91	71	13	9	10	4987	951	46.8%	53.2%	555	5838	2655	2332
10	University of Montevallo	ALAB	30	30	15	2	9	10	20	3	39	40	35	5	120	97	92	31		19	2210	230	19.5%	80.5%	580	2440	1770	432
11	Univ of North Alabama	ALAB	52	30	41	4	8	12	20	10	58	42	70	14	184	93	86	81	7	20	4623	540	10.4%	89.6%	825	5171	3725	898
12	Univ of South Alabama	ALAB	90	78	59	24	14	20	26	34	112	98	85	58	351	96	93	20	34	20	7887	950	25.9%	74.1%	1876	8837	5848	2039
13	Univ Alaska Anchorage	ALAS	28	46	31	4	3	17	13	5	31	63	44	9	147	87	46	7		23	3908	462	51.2%	48.8%	977	4371	1907	2002
14	Univ Alaska Fairbanks	ALAS	51	55	88	8	7	9	21	5	58	64	87	13	222	68	31	2		23	4202	553	35.6%	64.4%	572	4755	2705	1497
15	Northern Arizona University	ARIZ	114	173	81	18	5	18	47	8	119	189	130	25	471	99	88	26		19	9887	2720	15.5%	84.5%	1763	12615	8352	1535
16	Arkansas State Univ Main	ARKA	76	70	84	40	6	18	32	42	80	88	96	82	344	93	71	36	17	21	7456	990	19.8%	80.2%	3119	8448	5800	1476
17	Ouachita Baptist University	ARKA	19	18	18	7	2	6	6	2	21	22	18	9	68	86	95	38	11	22	1440	180	0.7%	99.3%	349	1630	1430	18
18	Univ Arkansas At Little Rock	ARKA	87	98	68	18	11	31	42	18	98	121	102	28	341	88	68	19	5	23	8798	1358	46.1%	53.9%	1173	10168	4761	4849
19	Univ of Central Arkansas	ARKA	63	45	55	22	3	20	29	27	66	65	84	49	264	88	77	38	4	21	5675	777	18.2%	89.8%	1485	6452	5898	577
20	Azusa Pacific University	CALI	23	25	11	5	2	10	0	4	25	35	20	9	89	76	23			26	1713	930	10.3%	81.7%	383	2843	1399	314
21	Biola University	CALI	33	48	21	3	3	13	12	6	36	61	33	9	139	89	87	15		17	2824	952	8.8%	91.2%	483	2976	1846	178
22	California Lutheran College	CALI	23	19	7	6	3	7	3	5	26	26	10	11	73	98	73	30		27	1518	1023	15.9%	84.1%	381	2533	1278	248
23	Cal State U-Bakersfield	CALI	75	24	23		14	9	20	5	89	33	43	5	170	93	73	2		22	2437	1315	38.1%	61.9%	324	3752	1588	928
24	Cal State U-San Bernardino	CALI	76	38	68	3	14	21	27	2	90	59	87	5	241	94	86	0		22	4886	1827	57.1%	64.2%	644	8513	3889	2877
25	Cal Poly St U-SN Luis OB	CALI	484	178	52	2	37	39	21	1	521	215	73	3	812	94	58	11		22	15157	983	12.9%	87.1%	1885	16140	13185	1862
26	Cal State U-Chico	CALI	398	75	47	5	75	8	37	2	485	81	84	7	837	92	88	5		21	13000	1667	12.3%	87.7%	1316	14667	11398	1881
27	Cal State U-Dominguez Hls	CALI	127	38	11	1	45	11	20	0	172	50	31	1	254	92	68	18		22	5552	2888	35.8%	64.1%	445	7651	3561	1981
28	Cal State U-Fresno	CALI	438	78	61	7	73	68	66	28	512	126	87	27	758	88	37			21	14111	2887	18.8%	82.8%	2424	16918	11588	2543
29	Cal State U-Fullerton	CALI	339	148	59	8	86	39	37	2	425	179	96	2	702	97	58	5		22	19649	3783	35.4%	64.8%	3639	23442	12693	6956
30	Cal State U-Hayward	CALI	286	78	24	2	55	37	32	9	321	107	56	11	495	98	54	5		22	9238	2943	30.1%	69.9%	698	12173	6458	2788
31	Cal State U-Humboldt	CALI	191	68	23	0	25	26	16	0	216	94	39	0	349	98	86	18		22	5185	1835	18.8%	82.8%	577	6228	4252	933
32	Cal State U-Long Beach	CALI	438	185	77	7	97	81	82	1	538	268	159	8	829	96	58	6		21	26616	5983	32.1%	67.8%	2785	32519	18883	8533
33	Cal State U-Los Angeles	CALI	328	116	52	1	102	54	28	1	430	168	80	2	680	98	88	18		21	15228	6288	37.2%	62.8%	1392	21588	8568	5868
34	Cal State U-Northridge	CALI	482	95	71	7	107	51	59	8	589	146	130	15	880	97	78	11		21	23588	5288	31.8%	68.4%	5468	28792	16888	7418
35	Cal State Poly U-Pomona	CALI	359	117	45	8	47	37	28	3	406	154	74	3	637	97	46	8		22	15648	1567	25.8%	75.8%	1775	17287	11731	3989
36	Cal State U-Sacramento	CALI	584	181	24	4	115	57	37	3	618	158	81	7	845	98	51	8		21	18811	4582	24.8%	75.2%	1588	23313	14148	4871
37	Cal State U-San Diego	CALI	578	228	75	7	82	187	88	28	688	338	164	27	1187	95	68	24		22	27958	6855	28.8%	72.8%	6875	34814	28138	7821
38	Cal State U-San Francisco	CALI	421	114	54	18	188	81	45	13	521	175	99	31	826	95	58	9		21	18958	6185	32.5%	67.5%	1758	25143	12884	8154
39	Cal State U-San Jose	CALI	431	154	58	8	78	83	68	8	587	237	125	12	861	97	53	5		21	21873	4886	31.2%	68.8%	1858	25878	14583	8578
48	Cal State U-Sonoma	CALI	163	38	11	1	35	21	5	8	178	51	18	1	248	87	84	25		21	4834	1498	31.5%	68.5%	388	5538	2783	1271
41	Cal State U-Stanislaus	CALI	185	21	14	4	18	11	14	4	121	32	28	8	189	83	69	4		22	3875	1188	29.9%	78.1%	238	4255	2155	928
42	Chapman College	CALI	12	24	24	8	8	13	8	8	18	37	32	8	87	188	68			18	1578	385	12.5%	87.5%	388	1963	1388	198

FINAL VERSION (DATED 12/31/86)

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FINAL VERSION DATED 12/31/86

			NUMBER OF FULL-TIME FACULTY													PERCENTAGE OF TENURED FACULTY				BENEFITS	NUMBER OF STUDENTS						
			MEN				WOMEN				TOTAL				TOTAL					AS % OF	TOTAL	TOTAL	% PART	% FULL	NO OF	TOTAL	TOTAL	TOTAL
NO	INSTITUTION	STATE	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	FACULTY	PR	AO	AI	IN	SALARY	# UG	# G	UG	UG	FTE	STUDENTS	FFT,UG	FPT,UG
43	College Of Notre Dame	CALI	8	6	4	3	8	5	9	8	16	11	13	3	43	94	27			15	653	460	37.2%	62.8%	101	1113	410	243
44	Holy Names College	CALI	2	3	6	8	3	8	7	4	5	8	13	4	31		44	8		15	485	177	44.7%	55.3%	75	582	224	181
45	John F Kennedy University	CALI	8	8	1	8	8	8	1	8	8	8	2	8	2						306	1385	85.6%	14.4%		1611	44	262
46	Loyola Marymount University	CALI	84	58	58	3	17	22	21	1	101	81	88	4	268	95	67	18	18	22	4028	1324	11.5%	88.5%	772	5344	3558	482
47	Mills College	CALI	15	8	18	8	7	8	13	6	22	14	23	6	65	91	88			20	767	286	4.2%	85.8%	168	973	735	32
48	Monterey Inst. Internat Stud	CALI	5	5	4	2	1	5	8	2	8	18	12	4	32	58				21	186	386	11.3%	88.7%		472	84	12
49	Pepperdine University	CALI	83	87	28	2	6	18	5	2	89	88	25	4	284	81	48	16		24	3218	3848	38.1%	88.9%	518	7858	2245	985
58	Saint Mary's Coll. of Calif	CALI	21	24	17	8	1	11	11	8	22	35	28	8	85	82	71	14		22	2288	688	48.7%	85.8%	483	2888	2174	1114
51	Univ of La Verne	CALI	25	28	12	8	8	11	8	8	33	31	21	8	85	78	28			28	2752	1634	52.6%	47.4%	228	4386	1384	1448
52	Univ of The Pacific	CALI	183	85	53	2	18	17	28	5	178	82	73	7	341	84	57	5		23	3617	282	8.8%	94.8%	714	3878	3388	218
53	Univ of Redlands	CALI	57	23	7	1	12	7	18	2	88	38	17	3	118	87	48	28		28	1118	75	2.3%	97.7%	285	1181	1888	28
54	Univ of San Diego	CALI	87	48	25	8	13	28	18	2	88	72	44	2	198	85	83	5		24	3352	1813	8.8%	83.1%	788	5285	3128	232
55	Univ of San Francisco	CALI	78	48	35	4	8	33	17	3	88	78	52	7	228	88	85	58	28	18	3431	1887	11.2%	88.8%	578	4518	2978	453
56	Santa Clara University	CALI	58	78	58	8	7	12	21		88	88	77	8	231	88	88	9		24	3688	4885	2.5%	97.5%	888	7614	3518	91
57	Whittier College	CALI	16	24	11	3	2	7	15	4	18	31	26	7	82	188	87	35		24	1856	595	2.1%	97.9%	292	1651	1834	22
58	Adams State College	COLO	27	14	7	4	2	4	8	1	29	18	15	5	88	87	83	31		23	1657	338	8.8%	91.4%	488	1993	1514	183
59	Univ of Colorado Cold Sprgs	COLO	34	28	33	3	3	3	15	4	37	32	48	7	124	95	88	8		14	3917	1872	48.3%	51.7%	288	5589	2828	1891
88	Univ of Colorado at Denver	COLO	72	75	87	18	18	22	19	6	82	97	88	24	288	89	88	3		15	8252	2538	58.8%	43.1%	255	18791	3559	4883
81	Western State Coll of Colo	COLO	42	22	16	4	3	2	4	1	45	24	28	5	94	188	88	85		21	2123	414	6.2%	93.8%	557	2537	1881	132
82	Central Connecticut St Univ	CONN	118	97	83	5	18	38	38	8	128	133	118	11	391	98	83	55	27	23	18888	2588	38.2%	88.8%	1158	13388	8883	4257
83	Connecticut College	CONN	28	25	24	2	18	11	13	8	48	38	37	8	127	98	88	5		22	1885	47	2.8%	98.8%	458	1732	1851	34
84	Fairfield Univeristy	CONN	41	58	41	3	8	12	23	3	48	82	84	6	181	188	85	88		23	4858	1818	28.8%	71.4%	788	5877	2888	1158
85	Saint Joseph College	CONN	4	8	18	2	3	11	18	5	7	17	28	7	58	188	82	25		16	743	882	27.2%	72.8%	127	1345	541	282
88	Southern Conn State Univ	CONN	118	73	82	7	38	53	48	5	155	128	118	12	483	88	88	88	58	23	7785	3177	25.3%	74.7%	1325	18882	5818	1867
87	Trinity College	CONN	53	28	21	1	2	11	18	2	55	37	31	3	126	81	95			24	1814	175	7.8%	92.1%	484	2888	1783	151
88	University of Bridgeport	CONN	82	77	23	8	12	23	22	8	94	188	45	16	255	94	77	16	6	23	3851	2893	25.8%	74.1%	958	5944	2852	998
89	University of Hartford	CONN	83	93	81	8	1	18	45	3	84	183	188	11	284	88	85	19		26	5588	2112	38.2%	88.8%	1118	7781	3883	1686
78	University of New Haven	CONN	43	48	28	4	2	5	8	4	45	53	32	8	138	93	68	13		22	4384	2614	58.8%	41.2%	777	6818	1775	2529
71	Wesleyan University	CONN	118	44	34	3	13	15	24		123	58	58	3	243	92	92			29	2848	467	8.8%	188.8%	723	3187	2848	
72	Western Conn St College	CONN	53	38	28	3	17	18	22	3	78	52	58	8	178	88	77	48		22	5821	1828	38.8%	68.1%	623	8858	3817	2884
73	Gallaudet College	DIST	38	42	24	18	13	21	33	28	48	83	57	45	214	188	81	48	4	17	1273	388	8.8%	8.8%	485	1853		
74	Univ District of Columbia	DIST	133	118	88	15	47	83	84	18	188	173	184	31	548					27	12888	815	82.8%	37.1%	3358	12885	4477	7683
75	Barry University	FLOR	18	18	17	1	12	22	25	7	22	48	42	8	112					19	3869	1153	82.3%	37.7%	488	4222	1157	1912
78	Florida Atlantic Univ	FLOR	138	82	48	13	7	24	32	2	137	188	78	15	338	93	81	13		22	7513	2742	53.8%	48.1%	258	18255	3483	4858
77	Florida Internat'l Univ	FLOR	85	148	88	24	11	48	57	47	88	188	158	71	511	88	78	8		22	12525	2825	88.8%	48.8%	581	15458	5815	7518
78	Stetson University	FLOR	58	28	28	3	8	18	11	7	82	38	37	18	145	98	83	14		25	2857	883	1.3%	98.7%	542	2888	2838	27
78	Univ Of Central Florida	FLOR	123	128	114	22	8	22	48	23	131	151	154	45	481	95	83	38		24	12878	1682	38.8%	82.8%	1878	16578	7883	4885
88	University of West Florida	FLOR	82	88	24	14	4	15	23	8	88	181	47	28	234	97	87	38		24	4838	1887	38.2%	88.8%	235	5848	2458	1583
81	Armstrong State College	GEOR	44	14	38	5	3	5	38	13	47	18	88	18	158	91	68	38		24	2788	188	8.8%	8.8%	528	2888		

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1986-87 FACULTY SALARY STUDY [TOTAL DATABASE: PART I]

FINAL VERSION DATED 12/31/86

			NUMBER OF FULL-TIME FACULTY													PERCENTAGE OF TENURED FACULTY				BENEFITS AS % OF	NUMBER OF STUDENTS						
			MEN				WOMEN				TOTAL				TOTAL												
ID	INSTITUTION	STATE	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	FACULTY	PR	AO	AI	IN	SALARY	TOTAL U UG	TOTAL U G	% PART UG	% FULL UG	NO OF FTE	TOTAL U STUDENTS	TOTAL UFT,UG	TOTAL UPT,UG
02	Augusta College	GEOR	31	28	25	7	7	18	22	8	38	47	47	15	148	85	89	43		24	3311	585	61.1%	58.8%	514	3896	1848	1362
03	Columbus College	GEOR	50	48	18	5	13	21	18	8	63	69	36	13	181	97	88	25		24	3386	459	36.9%	63.1%	525	3845	2135	1251
04	Georgia College	GEOR	36	28	25	4	8	22	26	6	45	50	51	10	156	82	78	22		26	3226	714	26.6%	73.6%	621	3940	2374	852
05	Georgia Southern College	GEOR	78	71	72	13	5	17	67	31	75	88	139	44	346	97	83	42		26	6001	934	8.3%	91.7%	1562	6935	5500	501
06	Georgia Southwestern Coll	GEOR	28	21	25	7	5	10	16		31	31	41	7	110	97	87	39		25	1873	384	15.9%	84.1%	367	2237	1578	297
07	North Georgia College	GEOR	29	16	16	3	6	7	10	2	35	21	35	5	96	97	100	29		28	1795	228	7.9%	92.1%	373	2023	1853	142
08	West Georgia College	GEOR	61	58	45	16	11	16	19	12	72	74	64	28	238	90	91	27		23	4000	1180	27.1%	72.9%	1389	5988	3498	1382
09	Boise State University	IDAH	100	83	42	2	12	27	28	5	121	110	68	7	306	94	67	28	14	22	9313	1896	43.2%	56.8%	1784	11209	5290	4823
10	Idaho State University	IDAH	71	56	61	73	5	28	32	27	76	76	93	100	345	96	88	14	58	21	4609	1525	30.1%	69.9%	1598	6134	3220	1388
11	Bradley University	ILLI	73	75	51	8	5	10	20	10	78	85	79	18	280	96	81	33	17	17	4418	531	14.3%	85.7%	870	4950	3780	830
12	Chicago State University	ILLI	72	42	28	5	27	31	38	18	88	73	58	24	254	96	84	17		17	5040	1500	37.7%	62.3%	521	7428	3848	2280
13	DePaul University	ILLI	87	118	47	18	14	38	36	17	101	157	83	33	384	87	82	23	3	25	7714	5122	38.1%	61.8%	886	12838	6775	2938
14	Eastern Illinois University	ILLI	174	106	62	48	18	32	52	30	193	138	114	78	515	98	83	35		12	9458	820	3.0%	96.2%	1788	10278	9888	388
15	Governors State University	ILLI																		11	2283	3833	72.5%	27.5%		5126	631	1882
16	Lewis University	ILLI	24	17	15	8	7	7	8	6	31	24	24	12	91	84	58	4		19	2421	855	35.2%	64.8%	491	3876	1569	852
17	National College of Educ	ILLI																		17	1387	1315	8.8%	8.8%	285	2782		
18	Northeastern Illinois Univ	ILLI	126	48	43	1	44	32	42	5	170	88	85	8	341	99	78	48		11	7738	2343	45.8%	54.4%	985	10881	4213	3525
19	Roosevelt University	ILLI	51	38	25	8	11	8	13	4	62	47	38	4	151	87	82	24		28	4328	2819	61.3%	38.7%	181	6348	1677	2852
100	Rosary College	ILLI	2	11	18	1	1	13	8	8	3	24	18	1	48		83	87		21	845	661	28.8%	78.4%	142	1886	885	288
101	Sangamon State University	ILLI	28	68	18	8	3	18	12	8	31	78	38	8	139	87	74	18		11	1788	1478	88.9%	38.1%		3238	889	1871
102	Southern Ill Univ-Edwardsvle	ILLI	193	186	54	14	23	31	28	28	218	137	88	42	475	88	88	45	24	11	8184	1952	28.8%	72.8%	1171	18136	5883	2291
103	Western Illinois University	ILLI	187	138	83	38	27	38	38	28	224	177	131	58	588	188	81	33		12	8678	2188	12.5%	87.5%	1888	11845	8472	1287
104	Wheaton College	ILLI	53	38	23	3	8	18	13	8	82	68	38	3	158	84	53			21	2281	388	8.8%	88.1%	581	2588	2181	28
185	Butler University	INDI	47	38	25	4	7	7	22	5	54	45	47	8	155	88	87	48	11	28	2485	1338	18.4%	81.8%	528	3741	1882	443
186	Indiana Central University	INDI	12	17	18	2	3	12	24	4	15	28	48	6	88	188	55	8		24	2581	434	54.5%	45.5%	338	2885	1185	1388
187	Indiana State Univ-Terre Hte	INDI	248	182	187	14	48	38	73	31	288	138	188	45	848	98	85	47	4	26	9768	1725	8.1%	88.8%	2888	11481	8754	12
188	IUN-Purdue U Fort Wayne	INDI	48	82	73	5	8	24	45	8	48	188	118	14	284	88	88	28		26	9233	1181	58.5%	48.5%	1328	18334	3742	5481
189	Indiana Univ-Indianapolis	INDI	131	168	184	1	18	88	85	4	158	215	188	5	588	85	84	22		28	15873	8385	55.4%	44.8%	2581	21438	8728	8344
118	Indiana Univ-Northwest	INDI	21	36	23	2	2	18	17	1	23	48	48	3	112	88	83	3		28	3518	588	58.8%	58.8%	888	4184	1788	1758
111	Indiana Univ At South Bend	INDI	31	58	15	8	5	8	8	2	38	84	23	2	125	188	81	22		28	4324	1255	85.1%	34.8%	1321	5578	1518	2814
112	Purdue University-Calumet	INDI	31	88	41	8	6	23	36	8	37	92	77	17	223	188	87	25		24	6468	868	57.1%	42.8%	788	7337	2778	3888
113	University of Evansville	INDI	48	48	24	1	8	13	37	2	57	62	61	3	183	88	88	54		21	3525	588	32.8%	87.4%	833	4833	2377	1148
114	Valparaiso University	INDI	81	72	26	8	3	12	38	8	84	84	56	18	228	88	86	25	6	18	3135	468	3.2%	88.8%	788	3884	3834	181
115	Drake University	IOWA	185	48	25	8	4	18	23	7	188	85	48	13	235	88	85	15		18	3811	1881	23.1%	76.8%	678	5582	2828	882
116	Univ of Northern Iowa	IOWA	122	121	133	35	13	38	84	48	135	158	187	75	587	88	84	58	1	22	18431	1883	16.8%	83.2%	1775	11514	8681	1758
117	Emporia State University	KANS	88	82	38	8	12	15	13	2	81	77	43	2	283	188	87	18		18	3882	1542	13.8%	88.4%	1211	5344	3284	518
118	Fort Hays State University	KANS	56	58	38	15	18	13	17	18	88	83	55	25	289	88	84	33		18	3954	1783	18.5%	88.5%	854	5857	3181	773
119	Pittsburg State University	KANS	72	88	33	16	12	22	8	2	84	82	42	18	226	188	81	21		18	3838	1258	17.4%	82.6%	526	5896	3171	687
128	Washburn University	KANS	88	32	35	8	8	12	38	15	88	44	71	24	288	88	77	28	4	17	4782	1278	42.8%	57.4%	922	6881	2747	2835

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			NUMBER OF FULL-TIME FACULTY													PERCENTAGE OF TENURED FACULTY				BENEFITS AS % OF	NUMBER OF STUDENTS						
			MEN				WOMEN				TOTAL				TOTAL						TOTAL	TOTAL	% PART	% FULL	NO OF	TOTAL @	TOTAL	TOTAL
NO	INSTITUTION	STATE	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	FACULTY	PR	AO	AI	IN	SALARY	@ UG	@ G	UG	UG	FTE	STUDENTS	@FT,UG	@PT,UG
121	Wichita State University	KANS	98	116	120	10	3	24	82	34	101	140	202	52	495	97	91	39		18	13502	3400	50.0%	50.0%	1368	18002	6747	6755
122	Eastern Kentucky University	KENT	177	112	82	11	43	35	107	30	220	147	189	41	597	97	79	48		21	12422	1267	11.0%	89.2%	2606	13689	10981	1481
123	Morehead State University	KENT	95	53	50	11	6	14	41	17	101	67	91	28	287	93	85	67	14	21	6333	1341	10.1%	89.0%	770	5674	3096	637
124	Murray State University	KENT	81	85	88	13	6	15	36	9	87	111	102	22	332	98	89	24		25	6865	1132	13.0%	87.0%	1287	7197	5275	790
125	Union College	KENT	7	6	11	3	2	4	6	1	9	10	17	4	40	78	68	12		21	686	280	27.0%	73.0%	210	966	686	180
126	Western Kentucky University	KENT	209	186	76	11	22	44	30	22	231	150	113	33	527	97	100	48	3	22	9353	1986	17.6%	82.4%	1979	11250	7705	1840
127	Grambling State University	LOUI	38	38	55	15	14	10	57	15	50	48	112	30	232	98	78	35	17	13	4469	253	4.8%	95.4%	918	4722	4284	295
128	Louisiana Tech University	LOUI	131	100	89	18	9	35	48	18	140	135	109	20	404	99	92	45		15	9486	1176	15.0%	85.0%	2033	10500	7994	1412
129	Loyola Univ In New Orleans	LOUI	48	78	38	8	8	17	24	4	49	95	62	10	216	78	78	19		22	3384	1287	18.6%	81.4%	887	4851	2753	631
130	McNeese State University	LOUI	55	80	85	23	8	18	27	23	61	78	92	46	277	82	85	38	2	16	8598	1155	16.0%	83.1%	1568	7753	5488	1110
131	Nicholls State University	LOUI	31	44	32	22	9	26	36	19	40	88	68	41	215	100	84	82		14	6815	980	19.1%	80.9%	1353	7524	5353	1262
132	Northeast Louisiana Univ	LOUI	82	88	78	33	7	18	48	58	88	86	125	91	381	99	91	38		12	9988	1155	10.8%	83.4%	2269	11084	8268	1843
133	Northwestern State Univ	LOUI	67	38	35	17	16	18	58	38	83	58	85	47	273	85	84	29	8	14	4458	1228	36.8%	63.4%	1889	5678	2821	1829
134	Southeastern Louisiana Univ	LOUI	58	68	42	12	8	18	56	28	87	84	88	48	287	97	92	41		11	7878	1138	15.5%	84.5%	1885	9888	8858	1228
135	Southern Univ A&M C-Main	LOUI	181	84	84	18	38	41	128	37	131	125	228	55	531	98	72	58	22	13	8513	1829	13.1%	86.8%	1748	9542	7482	1111
136	University of New Orleans	LOUI	124	118	84	48	23	28	37	58	147	147	181	184	488	84	87	8		14	3288	88	8.8%	8.8%	418	3288		
137	Univ Southwestern Louisiana	LOUI	111	135	88	44	18	33	68	87	138	188	158	111	568	83	78	32	5	13	18431	1844	18.8%	81.2%	2782	16275	11721	2718
138	Univ Maine At Orono	MAIN	144	115	78	11	3	38	53	15	147	145	132	28	458	188	92	5	4	22	8958	1188	18.4%	88.8%	2142	18124	8828	932
139	University of Southern Maine	MAIN	53	88	38	3	5	34	31	17	58	128	61	28	258	91	87	18		22	7657	1182	48.5%	51.5%	1198	8839	3941	3718
148	Frostburg State College	MARY	52	42	38	8	5	7	15	14	57	48	51	22	178	83	73	47	9	38	3223	482	13.2%	88.8%	768	3715	2797	428
141	Hood College	MARY	12	7	18	3	8	28	15	7	28	27	25	18	82	188	58	8		21	1888	651	26.5%	73.5%	177	1711	779	281
142	Loyola College	MARY	27	58	43	3	3	4	18	1	38	83	81	4	158	77	82	28		18	3836	2121	18.7%	88.3%	888	5157	2718	328
143	Morgan State University	MARY	48	48	41	13	18	18	33	18	88	87	74	32	238	95	81	78	38	38	4888	518	18.3%	83.7%	888	4578	3488	888
144	Salisbury State Colleg	MARY	38	48	34	18	3	18	28	12	38	58	54	22	171	82	68	31	58	29	4888	428	22.8%	78.8%	784	4588	3187	881
145	Towson State University	MARY	85	86	113	15	28	37	88	28	185	123	282	41	471	188	95	58	17	29	13823	1184	32.6%	67.4%	1563	14987	9218	4513
146	University of Baltimore	MARY	21	28	41	1	3	8	17		24	28	58	1	189	78	73	12		23	2788	2558	83.8%	37.8%		5258	1888	1788
147	Univ Maryland-Balto County	MARY	84	88	52	21	3	25	33	21	87	114	85	42	388	96	87	14		25	7814	534	27.8%	73.8%	1387	8448	5781	2133
148	Western Maryland College	MARY	26	22	18	8	2	7	4	4	28	29	14	4	75	188	87	88		24	1172	484	8.8%	94.8%	288	1686	1182	78
148	Bridgewater State College	MASS	88	39	43	2	23	18	31	8	113	57	74	8	252	188	93	43	13	18	5382	1478	5.8%	94.4%	1283	8841	5888	382
158	Clark University	MASS	43	45	27	4	18	7	18	8	53	52	45	4	154	188	92			24	2753	548	2.8%	98.8%	848	2788	2287	48
151	Emerson College	MASS	17	13	23	8	5	8	18	2	22	22	33	2	78	91	55	8		25	2888	273	18.8%	83.1%	412	2362	1736	353
152	Simmons College	MASS	32	18	13	3	24	33	42	7	56	51	55	18	172	95	78			21	1988	1888	17.1%	82.9%	368	3848	1842	338
153	Smith College	MASS	83	47	38	4	28	28	45	5	112	76	75	9	272	98	86	11		23	7618	125	2.3%	97.7%	648	2735	2558	88
154	Southeastern Mass Univ	MASS	142	82	28	1	22	27	21	8	184	88	58	1	384	88	87	26		23	5711	185	8.8%	88.1%	1383	5818	5148	585
155	Suffolk University	MASS	82	47	32	5	18	8	25	8	82	58	57	11	218	78	28			21	3411	2721	31.8%	88.8%	533	6132	2353	1858
156	University of Lowell	MASS	161	168	82	18	18	43	35	14	157	183	117	24	481	95	98	38	4	24	12848	2413	35.8%	84.1%	3988	15282	8238	4818
157	Univ Massachusetts-Boston	MASS	133	133	55	2	28	83	88	3	161	188	115	5	477	88	84	24		18	11828	821	43.7%	58.3%	972	12547	8548	5878
158	Western New England College	MASS	38	38	38	7	5	8	8	3	41	45	38	18	134	188	68	18		19	3118	1931	33.8%	67.8%	578	5847	2887	1828
159	Central Michigan University	MICH	178	122	123	32	27	38	53	34	285	152	178	68	588	98	88	44	5	28	14838	2432	7.7%	82.3%	3818	17878	13514	1124

FINAL VERSION (DATED 12/31/86)

1986-87 FACULTY SALARY STUDY [TOTAL DATABASE: PART I]

FINAL VERSION DATED 12/31/86

NO	INSTITUTION	STATE	NUMBER OF FULL-TIME FACULTY: MEN PR	MEN AO	MEN AI	MEN IN	WOMEN PR	WOMEN AO	WOMEN AI	WOMEN IN	TOTAL PR	TOTAL AO	TOTAL AI	TOTAL IN	TOTAL FACULTY	PERCENTAGE OF TENURED FACULTY PR	PR AO	PR AI	PR IN	BENEFITS AS % OF SALARY	NUMBER OF STUDENTS: TOTAL $ UG	TOTAL $ G	% PART UG	% FULL UG	NO OF FTE	TOTAL $ STUDENTS	TOTAL $FT,UG	TOTAL $PT,UG
100	Eastern Michigan University	MICH	231	104	78	9	53	40	87	14	284	144	146	23	597	99	00	47	13	26	15270	4453	30.0%	69.2%	2521	10723	10572	4890
101	Grand Valley State College	MICH	87	78	13	1	3	30	16	3	70	109	29	4	212	93	00	20		24	7667	1420	40.0%	59.4%	2225	9087	6556	3111
102	Marygrove College	MICH	2	5	5	2	4	17	5	0	6	22	10	10	48	83	05	30		14	1034	202	30.4%	69.6%	146	1236	720	316
103	Michigan Technological Univ	MICH	78	05	100	10	3	12	13	10	81	107	121	20	337	95	02	23		24	6173	384	6.0%	93.2%	1169	6537	5755	410
104	Northern Michigan Univ	MICH	126	60	21	13	12	26	30	21	138	86	51	34	309	00	95	25		26	6719	770	21.2%	78.0%	1401	7489	5296	1623
105	Oakland University	MICH	93	109	40	7	9	24	35	17	102	133	84	24	343	100	90	5		32	9600	2271	33.9%	66.1%	1300	11950	6402	3206
106	Saginaw Valley State College	MICH	40	25	10	4	7	12	12	3	55	37	30	7	129	86	73	20	29	27	4440	530	40.7%	51.3%	626	4870	2277	2103
107	Univ Michigan-Dearborn	MICH	52	41	21	0	6	13	7	0	58	54	28	0	140	100	93	4		25	5006	613	45.7%	56.3%	609	6597	3252	2732
108	Benidji State University	MINN	66	42	36	11	7	7	24	9	73	49	60	20	202	99	69	35		24	3733	133	10.4%	89.0%	602	3866	3343	390
109	College of Saint Thomas	MINN	22	40	02	20	3	0	32	11	25	50	94	31	200	00	09	21		19	4329	2446	15.2%	84.0%	810	6775	3673	656
110	Moorhead State University	MINN	00	50	50	0	13	22	33	0	93	72	01	17	273	07	00	46		22	7234	702	17.0%	82.4%	1297	0010	5950	1275
111	St. Cloud State University	MINN	176	77	07	22	22	17	46	22	100	94	143	44	477	00	70	56		24	10000	502	0.3%	90.7%	2440	11300	0076	1010
112	Saint Mary's College	MINN	17	21	10	2	2	5	5	1	10	20	24	3	72	05	77	13		10	1104	340	2.2%	97.0%	310	1543	1100	20
113	Univ Minnesota-Duluth	MINN	77	07	57	25	2	24	30	15	79	111	03	40	323	100	00	31		27	7492	313	13.0%	00.0%	2020	7005	0471	1021
114	Jackson State University	MISP	45	54	03	20	20	32	42	25	05	00	105	45	301	94	71	30		21	5275	1150	0.3%	01.7%	1095	6425	4030	430
115	Mississippi Univ For Women	MISP	20	3	6	2	13	13	20	11	33	10	34	13	90	07	75	41		20	1979	07	35.1%	64.0%	405	2000	1204	095
116	Central Missouri State Univ	MISO	124	02	02	21	14	21	20	24	130	113	111	45	407	00	04	50	11	17	7600	025	0.4%	91.0%	1001	0013	7040	042
117	Lincoln University	MISO	10	17	30	15	4	4	10	10	23	21	40	31	124	100	02	10		10	3025	290	35.0%	04.1%	577	3321	1940	1005
118	Lindenwood College	MISO	6	0	11	0	1	5	13	1	7	14	24	1	46	100	57	17		20	1414	536	50.4%	49.0%	154	1950	701	713
119	Northeast Missouri St Univ	MISO	46	54	59	20	5	14	41	20	51	60	100	40	205	90	04	44	20	17	0000	027	10.0%	03.4%	1409	7093	5723	1143
120	Northwest Missouri St Univ	MISO	54	45	07	13	0	3	31	12	00	40	00	25	231	05	50	30		17	4271	090	7.0%	92.2%	1099	4969	1939	332
121	Southeast Missouri St Univ	MISO	100	04	00	33	11	17	40	41	111	01	132	74	390	90	04	42	0	20	0342	710	10.0%	00.2%	1004	9050	7439	903
122	Southwest Missouri St Univ	MISO	100	104	74	45	10	32	32	41	102	130	100	00	510	07	00	43	23	10	14250	1255	20.2%	73.0%	2070	15511	10510	3740
123	Univ Missouri-St. Louis	MISO	00	00	03	5	0	23	22	1	00	110	05	0	270	00	07	10	17	20	0505	1009	40.0%	51.2%	1053	11204	4910	4079
124	Webster University	MISO	0	17	12	0	12	13	10	1	21	30	20	1	00	52	30			20	1457	4010	42.1%	57.0%	113	5467	043	014
125	Montana State University	MONT	170	130	103	11	0	21	73	10	170	150	170	21	532	01	74	10	5	10	0003	1047	7.7%	02.3%	1703	10710	0922	741
126	Creighton University	NEBR	00	04	01	11	3	17	40	13	03	101	110	24	290	00	91	20	4	13	4075	1052	10.0%	02.0%	070	5027	3340	735
127	Kearney State College	NEBR	02	40	52	10	5	0	25	20	07	54	77	45	203	100	01	47	27	17	0310	2400	17.4%	02.0%	1205	0725	5215	1101
128	Univ Nebraska At Omaha	NEBR	124	03	50	10	0	29	30	10	133	122	07	35	307	00	00	27		19	14003	2140	0.0%	0.0%	1530	17112		
129	Wayne State College	NEBR	10	21	10	10	1	0	0	0	20	27	25	10	00	100	05	44	0	17	2227	501	12.0%	07.1%	523	2000	1030	200
130	Univ of Nevada-Las Vegas	NEVA	70	117	50	0	12	24	25	0	01	141	01	14	327	06	07	27		15	0072	730	30.1%	03.0%	2302	0402	5530	3134
131	Rivier College	NEWH	2	11	5	1	2	0	10	3	4	10	15	4	42		37			10	007	004	21.1%	70.0%	214	1400	475	127
132	Farlgh Dckn Florhan-MAD	NEWJ	43	20	10	0	5	5	4	3	40	33	14	3	00	100	76	21		24	2357	1427	44.4%	55.0%	269	3704	1310	1047
133	Farlgh Dckn U Rutherfd	NEWJ	0	10	0	2	1	0	3	0	0	10	0	2	30	00	00			23	1570	1170	30.1%	03.0%	233	2740	1004	500
134	Farlgh Dckn Teaneck Can	NEWJ	127	50	25	1	27	20	14	4	154	70	30	5	270	00	03	30		23	3074	2107	40.5%	50.5%	203	5001	2100	1400
135	Jersey City State College	NEWJ	00	50	44	2	23	30	41	2	00	00	05	4	204	100	00	04		19	5040	000	44.1%	55.0%	001	0300	3157	2401
136	Kean College of New Jersey	NEWJ	77	00	05	0	27	30	43	5	104	110	100	11	341	97	05	57	27	24	10070	1034	40.0%	51.4%	1202	12013	5042	5337
137	Monmouth College	NEWJ	37	51	20	1	3	12	0	4	40	03	20	5	130	05	02	10		27	3250	1140	30.3%	01.7%	404	4300	2000	1240
138	Montclair State College	NEWJ	00	00	00	0	30	50	50	0	137	154	140	14	453	97	03	53	57	23	11105	2751	34.4%	65.0%	1300	13010	7320	3045

FINAL VERSION (DATED 12/31/86)

1986-87 FACULTY SALARY STUDY [TOTAL DATABASE: PART I]

FINAL VERSION DATED 12/31/86

			NUMBER OF FULL-TIME FACULTY													PERCENTAGE OF TENURED FACULTY				BENEFITS	NUMBER OF STUDENTS						
			MEN				WOMEN				TOTAL				TOTAL					AS % OF	TOTAL	TOTAL	% PART	% FULL	NO OF	TOTAL #	TOTAL	TOTAL
NO	INSTITUTION	STATE	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	FACULTY	PR	AO	AI	IN	SALARY	# UG	# G	TIME	TIME	FTE	STUDENTS	FT,UG	PT,UG
199	Elder College	NEWJ	39	75	38	2	6	19	17	1	45	94	55	3	197	99	93	13		21	3930	841	28.4%	71.6%	656	4780	2900	1039
200	Rutgers St U-Newark	NEWJ	107	99	54	5	19	48	47	6	126	145	101	11	383	99	85	8		20	3673	0	13.5%	86.5%	631	3673	3178	495
201	Seton Hall University	NEWJ	67	77	75	3	11	28	44	10	78	105	119	13	315	100	82	36	8	20	5096	1914	11.8%	88.2%	957	7010	4494	682
202	Trenton State College	NEWJ	72	81	73	1	22	21	81	4	94	112	134	5	345	97	93	81		22	7241	1611	29.7%	70.3%	832	8852	5807	2154
203	William Paterson College	NEWJ	84	88	52	3	28	45	65	6	112	114	97	7	330	97	88	62	14	24	7893	1467	32.1%	87.9%	1340	9360	5350	2535
204	Eastern New Mexico	NEWM	21	37	34	18	4	4	22	11	25	41	56	27	149	96	68	32		20	3863	689	12.1%	87.9%	613	3732	2693	370
205	New Mexico Highlands Univ	NEWM	30	29	21	4	8	8	11	3	44	35	32	7	118	95	71	19		18	1654	417	14.6%	85.4%	389	2071	1413	241
206	New Mexico Inst Min & Tech	NEWM	37	29	13	2	1	4	2	0	38	33	15	2	88	97	94			21	1044	236	25.4%	74.6%	156	1280	770	285
207	Western New Mexico Univ	NEWM	15	21	7	3	3	2	7	1	18	23	14	4	59	100	74	7		18	1506	179	30.1%	69.9%	244	1685	1053	453
208	Alfred University	NEWY	55	38	25	3	1	5	21	5	56	43	46	8	153	89	83	11		21	2356	324	10.8%	89.6%	823	2880	2106	250
209	College of New Rochelle	NEWY	4	13	0	3	0	18	24	11	12	31	33	14	90	100	97	27		20	820	908	7.2%	92.8%	160	1814	780	60
210	College of Saint Rose	NEWY	8	15	14	4	5	16	9	4	13	31	23	8	75	85	84	22		20	2032	854	30.3%	69.7%	232	2886	1234	798
211	Elmira College	NEWY	15	13	11	1	3	7	12	5	18	20	23	6	87	100	95	22		25	1674	342	66.1%	53.9%	331	2016	983	771
212	Iona College	NEWY	33	43	41	5	4	8	18	4	37	51	60	9	157	100	78	20		21	4748	1301	25.3%	74.7%	959	6050	3547	1202
213	Long Island University-POST	NEWY	220	127	81	15	37	57	55	10	257	184	136	33	610	94	52	9		23	6811	3659	22.8%	77.2%	1197	9670	4630	1377
214	Manhattan College	NEWY	33	64	61	9	1	8	17	2	34	72	78	11	195	94	90	20		24	3933	600	12.8%	87.2%	901	4533	3431	502
215	Manhattanville college	NEWY	11	12	8	1	10	6	12	2	21	18	21	3	81	100	69	19		22	1111	294	16.5%	85.5%	338	1405	950	161
216	Niagara University	NEWY	28	38	21	2	11	21	13	4	39	60	34	6	139	100	92	28		20	2875	589	11.3%	88.7%	840	3284	2372	383
217	Pace University	NEWY	154	86	78	8	38	63	58	20	192	129	137	28	486	96	52	54	4	20	6302	3045	38.8%	61.8%		9347	3844	2458
218	Rochester Inst of Technology	NEWY	110	155	144	25	11	32	51	16	121	187	195	38	542	83	70	25	5	22	12373	1551	33.2%	66.8%	1504	13924	8259	4114
219	Russell Sage College	NEWY	18	28	11	1	10	28	18	1	28	46	43	10	130	86	80	26		24	1306	1083	6.7%	93.3%	256	2389	1219	87
220	St. Bonaventure University	NEWY	35	48	30	12	8	5	18	3	35	54	48	15	153	100	94	30	7	23	2393	361	2.8%	97.2%	630	2754	2325	68
221	Sarah Lawrence College	NEWY																		23	952	114	10.1%	89.9%	230	1066	856	96
222	Suny College At Brockport	NEWY	88	100	63	2	18	22	36	22	88	122	77	24	321	96	94	50	4	27	5810	1812	20.2%	79.8%	875	7622	4830	1172
223	Suny College At Buffalo	NEWY	153	131	61	8	22	63	62	8	175	174	103	16	470	89	84	28		20	10054	1467	19.4%	80.6%	1885	11521	8101	1953
224	Suny College At Cortland	NEWY	81	70	35	4	10	24	17	0	91	94	52	13	250	100	81	27		20	5552	939	5.9%	94.1%	1423	6491	5225	327
225	Suny College At Fredonia	NEWY	82	60	34	5	2	11	13	5	84	71	47	10	222	98	80	8		27	4491	340	10.3%	89.7%	983	4831	4030	481
226	Suny College At Geneseo	NEWY	57	84	55	2	7	5	20	5	64	89	84	7	224	100	96	14	14	27	4765	452	4.2%	95.8%	1250	5217	4565	200
227	Suny College At New Paltz	NEWY	94	82	63	1	9	24	28	1	103	106	71	2	282	97	78	27		20	6035	1315	25.4%	74.6%	1885	7350	4500	1535
228	Suny College At Oneonta	NEWY	92	78	38	0	11	18	25	1	103	97	61	1	262	99	92	36		20	5390	381	5.8%	94.6%	1110	5751	5008	384
229	Suny College At Oswego	NEWY	109	107	37	7	12	34	23	3	121	141	60	10	332	94	88	35		20	7029	701	12.1%	87.9%	1450	7810	6177	852
230	Suny College At Plattsburgh	NEWY	73	87	53	2	7	20	20	6	80	87	81	8	256	98	92	33		27	5602	533	10.1%	89.9%	965	6225	5117	575
231	Suny College At Potsdam	NEWY	71	63	43	5	7	20	22	4	78	83	65	9	235	97	90	38	22	29	3844	401	7.3%	92.7%	830	4245	3565	279
232	Suny C of Tech Utica-Rome	NEWY	6	29	10	3	0	5	13	0	6	34	32	3	73		74	9		26	2337	72	47.1%	52.9%		2409	1237	1100
233	Suny C Envrnmtl Sci-Fors	NEWY	81	23	17	1	1	0	2	0	82	23	19	1	105	100	87	11		26	800	430	0.0%	100.0%		1230	800	
234	Union College	NEWY	58	51	27	4	1	9	8	4	60	60	35	8	163	99	50			26	2414	889	14.3%	85.7%	500	3303	2070	344
235	Appalachian State Univ	NORC	198	80	50	18	36	31	22	0	232	121	81	25	459	99	74	28		18	9888	752	8.1%	90.8%	2884	9788	8102	818
236	East Carolina University	NORC	175	128	84	5	33	56	84	7	208	182	168	12	570	88	84	41		19	11833	2814	9.6%	90.4%	2888	17867	10700	1133
237	North Carolina Central Univ	NORC	37	52	55	5	11	29	43	7	48	81	88	12	239	88	89	36	50	19	4850	1655	11.1%	88.9%	830	5505	3800	450

FINAL VERSION (DATED 12/31/86)

1986-87 FACULTY SALARY STUDY [TOTAL DATABASE: PART I]

FINAL VERSION DATED 12/31/86

NO	INSTITUTION	STATE	NUMBER OF FULL-TIME FACULTY: MEN PR	MEN AO	MEN AI	MEN IN	WOMEN PR	WOMEN AO	WOMEN AI	WOMEN IN	TOTAL PR	TOTAL AO	TOTAL AI	TOTAL IN	TOTAL FACULTY	PERCENTAGE OF TENURED FACULTY PR	PR AO	PR AI	PR IN	BENEFITS AS % OF SALARY	NUMBER OF STUDENTS: TOTAL FTE UG	TOTAL FTE G	% PART UG	% FULL UG	NO OF FTE	TOTAL FTE STUDENTS	TOTAL FT,UG	TOTAL PT,UG
230	Univ of N C Charlotte	NORC	82	133	86	0	16	37	40	0	98	170	126	0	392	99	89	13		17	9355	1487	24.1%	75.9%	1647	10842	7101	2254
239	Wake Forest University	NORC	99	65	20	0	5	17	9	14	104	82	38	22	246	98	87	5		20	3330	1570	3.6%	96.4%	919	4900	3211	119
240	Western Carolina Univ	NORC	62	89	40	19	5	22	31	0	67	111	79	27	284	94	87	42		19	4815	1120	9.2%	90.8%	1013	5935	4372	443
241	North Dakota State Univ	NDAE	140	116	117	17	5	10	25	14	145	126	142	31	452	96	81	17	10	22	8521	944	11.0%	89.0%	1810	9465	7503	838
242	Antioch University	OHIO	33	0	8	0	14	5	3	0	47	14	8	0	70	53	63			27	489	0	4.7%	95.3%	81	489	466	23
243	Ashland College	OHIO	30	26	28	13	3	7	18	9	33	33	42	22	120	100	77	17		21	2105	1244	32.3%	67.7%	400	3429	1400	705
244	Cleveland State University	OHIO	129	195	64	15	9	36	34	17	138	231	98	32	499	98	92	2		22	12923	4819	30.1%	61.0%	1674	17562	8002	4021
245	John Carroll University	OHIO	59	17	24	6	10	4	3	1	69	21	27	7	124	99	95	48	71	28	2002	550	14.0%	86.0%	754	3460	2408	408
246	University of Dayton	OHIO	102	127	75	6	7	17	28	9	109	144	103	15	371	98	78	30		20	7126	3164	11.5%	88.5%	1702	10290	6308	818
247	Wright State Univ-Main	OHIO	110	131	80	12	10	30	43	20	120	161	123	32	436	99	96	20		23	12834	3683	32.6%	67.4%	2014	16897	8516	4110
248	Xavier University	OHIO	50	49	33	0	3	10	19	5	82	59	52	13	186	100	95	19		26	3900	2010	35.6%	64.0%	870	6780	2570	1610
249	Youngstown State University	OHIO	150	95	82	26	23	28	30	10	181	123	101	44	449	99	94	50		24	13009	1137	31.3%	68.7%	2214	15020	9535	4354
250	Central State University	OKLA	82	43	72	32	23	38	38	25	105	73	110	57	345	100	58	50		11	9850	3550	38.7%	61.3%	1300	13217	5025	3733
251	Phillips University	OKLA	20	17	10	0	1	4	7	2	21	21	17	2	61	95	67			14	810	240	22.6%	67.0%	112	1067	553	265
252	University of Tulsa	OKLA	80	76	51	4	7	16	22	13	87	90	73	17	267	94	62	0		22	3842	915	21.0%	78.2%	581	4557	2040	703
253	Lewis and Clark College	OREG	51	45	9	0	5	14	11	0	56	59	20	0	135	98	83			20	1628	1350	2.6%	97.4%	422	2978	1503	43
254	Southern Oregon State Coll	OREG	67	48	21	2	4	14	17	10	71	62	38	12	183	96	60	5		26	3794	486	22.1%	77.9%	673	4280	2955	839
255	University of Portland	OREG	15	36	35	0	2	12	15	0	17	48	50	0	115	82	80	6		23	2234	534	15.1%	84.8%	401	2768	1898	330
256	Bloomsburg University	PENN	88	87	59	12	12	17	42	20	100	104	101	32	337	97	89	52	6	25	5902	537	13.0%	87.0%	1113	6439	5133	768
257	Bucknell University	PENN	81	42	51	1	1	14	22	4	82	56	73	5	218	99	88	4		26	3245	159	1.3%	98.7%	818	3404	3203	42
258	California University	PENN	101	83	35	3	11	14	12	4	112	97	47	7	263	100	86	72	57	23	4881	586	15.2%	84.8%	1309	5107	3970	711
259	Cheyney Univ of Penn	PENN	39	42	6	7	15	25	11	3	54	67	17	10	148	100	94	94	80	23	1500	89	0.0%	0.0%	500	1589		
260	Clarion Univ of Penn Main	PENN	83	82	49	6	10	12	33	17	93	94	82	23	292	82	81	48	22	26	6000	600	9.4%	90.6%	1790	6600	5445	563
261	Drexel University	PENN	112	94	81	13	7	18	38	7	119	112	111	20	362	97	76	20		24	8618	2883	24.4%	75.6%	1712	12299	7272	2304
262	Duquesne University	PENN	71	61	39	3	9	27	16	12	80	88	55	15	238	100	78	11	7	23	4267	1695	8.9%	90.1%	888	5762	3843	424
263	East Stroudsburg Univ Penn	PENN	82	53	25	3	15	20	20	2	97	73	45	5	220	99	88	58		24	3987	371	12.0%	87.2%	826	4338	3459	508
264	Edinboro University of Penn	PENN	121	76	58	8	12	18	25	2	133	94	75	2	304	100	97	85		25	5312	537	13.8%	86.2%	1167	5849	4579	733
265	Gannon University	PENN	25	32	36	8	2	6	5	1	27	38	41	7	111	98	86	37		28	3872	470	28.0%	88.0%	714	4162	2938	734
266	Indiana University of Penn	PENN	211	133	88	19	27	38	85	25	238	169	155	44	606	98	81	51	9	24	11081	1120	9.0%	91.0%	1593	12201	10078	1002
267	Kutztown University	PENN	98	85	39	7	10	17	27	4	108	102	66	11	285	97	89	56	36	23	5724	528	12.0%	87.2%	1504	6252	4804	730
268	Mansfield University	PENN	48	46	29	4	4	8	10	3	58	55	47	7	150	100	93	84	16	24	2675	218	14.0%	86.0%	703	2805	2300	375
269	Marywood College	PENN	16	25	20	4	6	10	17	6	20	43	57	10	130	70	60	26		18	2067	958	26.4%	73.6%	388	3025	1521	548
270	Millersville Univ of Penn	PENN	88	79	57	4	7	20	33	13	95	107	90	17	309	100	82	44	29	24	6151	477	21.5%	78.5%	1705	8628	4827	1324
271	Shippensburg University	PENN	115	76	38	2	5	12	20	5	120	88	58	7	274	98	88	53		25	5141	1004	7.2%	92.8%	1257	8225	4770	371
272	Slippery Rock University	PENN	115	84	53	14	17	18	34	14	132	83	87	28	330	100	98	57	18	24	5031	865	10.3%	89.7%	1333	8496	5232	599
273	University of Scranton	PENN	50	61	40	5	1	4	10	10	51	65	50	15	180	98	78	24	33	29	4075	613	15.1%	84.9%	888	4888	3481	814
274	Villanova University	PENN	187	117	143	16	9	24	59	16	116	141	202	32	491	95	82	44		23	8250	2330	22.4%	77.6%	1870	10580	8400	1850
275	West Chester University	PENN	110	130	60	8	23	30	51	8	142	177	111	16	444	99	94	60	64	21	8618	1335	20.8%	79.2%	1508	8953	6825	1793
276	Widener University	PENN	28	52	36	5	8	10	42	6	36	62	78	11	187	67	89	19		28	2741	1222	7.1%	92.9%	412	3563	2174	167

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FINAL VERSION DATED 12/31/86

ID	INSTITUTION	STATE	NUMBER OF FULL-TIME FACULTY: MEN PR	MEN AO	MEN AI	MEN IN	WOMEN PR	WOMEN AO	WOMEN AI	WOMEN IN	TOTAL PR	TOTAL AO	TOTAL AI	TOTAL IN	TOTAL FACULTY	PERCENTAGE OF TENURED FACULTY PR	PR AO	PR AI	PR IN	BENEFITS AS % OF SALARY	NUMBER OF STUDENTS: TOTAL @ UG	TOTAL @ G	% PART UG	% FULL UG	NO OF FTE	TOTAL @ STUDENTS	TOTAL @FT,UG	TOTAL @PT,UG
277	Wilbur College	PENN	32	33	34	2	3	3	32	2	35	38	66	4	141	100	81	21		17	2438	553	20.0%	71.2%	665	2991	1737	701
278	Providence College	RHOD	28	48	34	10	3	11	17	7	31	59	51	17	158	100	92	57	53	34	5022	511	20.0%	73.2%	1033	5533	3674	1360
279	Rhode Island College	RHOD	89	77	50	5	26	19	48	16	115	96	98	21	330	100	85	30		25	5147	1390	20.9%	73.1%	1067	6545	3761	1306
280	Salve Regina-Newport College	RHOD	15	7	14	5	8	13	22	9	23	20	36	14	93	87	45	19		16	1452	392	16.2%	83.8%	368	1844	1217	235
281	The Citadel	SCAR	48	51	31	3	1	0	7	0	49	51	38	3	141	92	84	18		17	2285	703	12.5%	87.5%	656	2988	2000	285
282	College of Charleston	SCAR	34	74	44	2	5	12	44	3	39	86	88	5	218	95	88	19		18	4994	309	25.2%	74.8%	986	5303	3738	1250
283	Winthrop College	SCAR	49	38	44	12	12	16	26	26	61	54	68	38	221	93	78	34		19	4885	869	10.7%	89.3%	889	6874	3629	438
284	South Dakota State Univ	SDAK	111	54	54	20	11	23	45	14	122	77	99	34	332	95	69	13	3	15	6165	651	9.3%	90.7%	1253	6818	5592	573
285	Austin Peay State Univ	TENN	65	34	35	4	8	10	28	10	73	44	63	14	194	98	77	17		29	5012	371	35.8%	64.2%	910	5383	3217	1795
286	East Tennessee State Univ	TENN	89	101	56	34	14	18	52	49	103	119	108	83	423	92	82	42	24	21	8208	1311	18.3%	81.1%	1684	9599	6722	1518
287	Middle Tenn State Univ	TENN	150	68	89	28	15	10	51	37	165	87	128	65	437	96	83	35	6	30	9770	1250	15.0%	84.1%	2110	11020	8220	1550
288	Tennessee State University	TENN	64	62	30	17	15	37	56	28	79	99	86	45	309	90	72	50	22	32	6877	929	33.0%	67.0%	838	7806	4874	2003
289	Tennessee Technological U	TENN	119	78	83	15	7	11	28	20	126	87	91	35	338	98	88	49	9	29	8825	865	11.7%	88.3%	2169	7690	6837	798
290	Univ Tennessee-Chattanooga	TENN	62	64	67	5	5	10	36	6	67	82	83	11	243	99	78	16		25	6172	1381	23.3%	76.7%	1089	7553	4731	1441
291	Abilene Christian University	TEXA	69	34	28	0	6	5	12	14	75	39	40	22	176	88	74	48	5	19	3956	549	10.2%	89.8%	1001	4505	3554	402
292	American Technological Univ	TEXA		4	4	0	1	1	0	0	1	5	4	0	10					23	256	263	68.8%	32.8%		489	82	174
293	Angelo State University	TEXA	67	33	16	10	7	5	17	25	54	38	33	44	169	100	84	27		22	5484	387	25.8%	74.4%	1263	5881	4088	1484
294	Corpus Christi State Univ	TEXA	32	30	5	1	4	12	10	8	36	42	15	9	102	92	78	28		22	1932	1813	60.1%	39.9%		3745	770	1182
295	East Texas State University	TEXA	100	53	41	12	13	21	10	16	122	74	59	28	283	98	78	42	18	21	4852	2915	23.7%	76.3%	1110	6887	3891	861
296	Midwestern State University	TEXA	35	39	28	6	1	6	16	13	36	45	44	19	144	97	89	39		21	4012	670	39.0%	61.0%	1051	4682	2448	1584
297	Our Lady of the Lake Univ	TEXA	7	8	14	2	7	11	9	11	14	19	23	13	69	84	42	17		15	1177	518	44.5%	55.5%	178	1695	853	524
298	Pan American University	TEXA	57	71	59	23	9	9	48	14	66	80	98	37	282	91	88	52	54	22	8926	1130	0.0%	0.0%	1388	10056		
299	Prairie View A&M University	TEXA	28	47	53	27	2	17	22	14	28	64	75	41	208	88	55	28		24	3866	760	6.0%	94.0%	1378	4626	3834	232
300	St. Mary's University-San Ant	TEXA	38	38	21	4	0	3	15	2	42	42	36	6	126	76	21			14	2068	1174	14.9%	85.1%	484	3240	1759	387
301	Sam Houston State University	TEXA	111	90	48	4	10	22	16	4	120	112	82	8	311	97	95	45	25	21	8679	1668	27.4%	72.1%	1458	10367	6342	2377
302	Southwest Texas State Univ	TEXA	102	95	83	37	16	32	47	21	118	127	130	58	433	100	91	63	9	23	10268	1842	21.1%	78.9%	2787	21110	15207	4061
303	Stephen F. Austin State Univ	TEXA	103	77	67	28	10	17	22	26	113	94	89	46	342	90	90	56	11	22	11000	1520	9.1%	90.9%	2475	12520	10000	1000
304	Sul Ross State University	TEXA	22	26	21	5	1	3	7	4	23	27	28	9	87	83	58	25	7	25	1518	383	19.2%	80.8%	293	1812	1220	281
305	Tarleton State University	TEXA	23	26	42	10	3	5	12	10	26	29	54	20	137	100	83	48	7	23	3918	710	11.5%	88.5%	911	4828	3486	650
306	Texas A&I University	TEXA	78	66	22	0	6	10	13	7	82	80	35	15	192	93	80	66	13	23	3927	1187	17.9%	82.1%	814	5114	3223	784
307	Trinity University	TEXA	78	53	37	3	8	12	20	5	86	65	57	8	216	99	97	14	25	22	2336	625	5.7%	94.3%	572	2781	2204	132
308	University of Dallas	TEXA	10	30	22	4	1	6	2	2	11	36	24	6	77	100	97	17		17	1078	1475	12.1%	87.9%	282	2553	940	130
309	Univ of Houston-Clear Lake	TEXA	42	62	35	8	8	27	18	7	48	88	53	15	205	98	85	6		21	3064	3394	62.0%	38.0%		8458	1185	1898
310	University of St. Thomas	TEXA	22	21	8	1	15	8	12	1	37	30	21	2	88	100	88	14		15	1518	548	31.8%	68.2%	183	2958	1838	488
311	Univ Texas At Arlington	TEXA	151	202	117	8	9	38	31	3	160	240	148	3	551	100	95	28		24	18788	3313	39.2%	60.8%	2888	23188	12841	7755
312	Univ Texas At El Paso	TEXA	81	103	107	8	4	18	58	8	85	121	165	8	381	98	93	33		22	11858	2168	33.5%	66.5%	1824	14118	7948	4881
313	Univ Texas Of Permian Basin	TEXA	22	22	5	4	3	3	3	1	25	25	8	5	83	84	88	13		22	1128	788	52.2%	47.8%		1895	538	588
314	Univ Texas At San Antonio	TEXA	58	68	81	1	7	18	28	8	57	78	181	1	238	188	88			23	11898	1847	27.1%	72.9%	1292	12137	8885	3885
315	Univ Texas At Tyler	TEXA	28	38	12	6	7	5	18	15	27	35	28	21	111	86	71	7		22	2173	1292	48.8%	51.6%		3465	1118	1857

FINAL VERSION (DATED 12/31/86)

1986-87 FACULTY SALARY STUDY [TOTAL DATABASE: PART I]

FINAL VERSION DATED 12/31/86

			NUMBER OF FULL-TIME FACULTY													PERCENTAGE OF TENURED FACULTY				BENEFITS AS % OF	NUMBER OF STUDENTS						
			MEN				WOMEN				TOTAL				TOTAL						TOTAL	TOTAL	% PART	% FULL	AV OF	TOTAL @	TOTAL	TOTAL
ID	INSTITUTION	STATE	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	FACULTY	PR	AO	AI	IN	SALARY	@ UG	@ G	UG	UG	FTE	STUDENTS	@FT,UG	@PT,UG
316	West Texas State University	TEXA	57	41	37	15	3	5	25	29	60	46	62	44	212	92	89	55	9	22	4946	1239	0.0%	0.0%	750	6185		
317	Saint Michael's College	VERM	27	29	23	1	3	8	12	0	30	35	35	1	101	100	100	31		20	1735	315	4.9%	95.1%	465	2850	1850	85
318	George Mason University	VIRG	94	132	86	9	16	56	70	4	110	188	174	12	484	90	82	5		23	11396	4210	32.3%	67.7%	2273	15606	7719	3677
319	James Madison University	VIRG	104	120	83	10	25	32	30	27	129	152	113	45	439	99	85	31		25	8696	701	3.4%	96.6%	1769	9197	8203	293
320	Lynchburg College	VIRG	31	33	16	3	4	15	10	3	35	48	26	6	115	94	79	23		19	1650	516	14.4%	85.6%	489	2174	1420	230
321	Norfolk State University	VIRG	83	57	46	10	35	23	53	27	98	80	99	45	322	85	55	33	2	26	6662	523	14.4%	85.6%	1321	7185	5703	950
322	Old Dominion University	VIRG	120	101	89	25	10	46	63	36	169	207	132	61	569	97	88	8		23	11600	3400	23.1%	76.9%	1829	15140	8980	2700
323	Radford University	VIRG	74	61	61	11	22	32	34	15	96	93	95	26	310	93	71	32	4	25	6823	888	4.3%	95.7%	1699	6903	5767	258
324	University of Richmond	VIRG	69	48	37	2	6	8	24	5	75	56	61	7	199	100	88	18	14	22	3778	911	24.8%	75.2%	886	4689	2842	938
325	Virginia State University	VIRG	43	33	51	15	15	10	40	11	58	43	91	26	218	93	67	27		25	3588	520	12.3%	87.7%	948	4188	3148	648
326	Central Washington Univ	WASH	122	76	30	3	13	12	17	3	135	88	56	6	285	99	86	13		22	6299	684	12.1%	87.9%	875	6893	5538	703
327	Eastern Washington Univ	WASH	172	83	35	8	10	14	10	1	180	77	51	7	325	98	71	16		24	6588	1250	4.9%	95.1%	988	7838	6282	328
328	Gonzaga University	WASH	36	43	22	1	0	9	19	0	36	52	41	1	130	89	80	15		25	2226	516	8.2%	91.8%	477	2742	2046	182
329	Pacific Lutheran University	WASH	53	63	29	2	5	20	30	3	58	83	67	5	213	97	86	22		25	3882	389	9.9%	90.1%	815	3671	2776	306
330	Seattle University	WASH	32	52	27	7	12	21	23	2	44	73	50	9	176	91	78	12		19	2696	1167	17.3%	82.7%	378	3841	2228	488
331	University of Puget Sound	WASH	50	32	29	7	7	18	12	13	88	48	41	20	175	87	77			29	2825	177	12.2%	87.8%	671	3882	2681	344
332	Western Washington Univ	WASH	135	145	34	8	14	28	19	8	148	171	53	8	373	98	85	17		24	8375	821	5.2%	94.8%	2318	8196	7848	435
333	Marshall University	WVIR	98	79	58	12	18	38	46	18	116	189	185	31	361	97	81	37	6	19	9198	1848	31.8%	68.8%	3868	11848	6348	2852
334	Univ Wisconsin-Eau Claire	WISC	127	182	65	9	7	23	41	5	134	125	186	14	379	99	92	58	14	27	10488	524	18.2%	88.8%	2387	10932	9344	1884
335	Univ Wisconsin-Green Bay	WISC	31	66	15	1	6	9	18	2	37	75	25	3	148	188	188	8		27	4538	532	31.8%	68.8%	811	5882	3128	1488
336	Univ Wisconsin-La Crosse	WISC	89	86	63	8	18	9	15	16	117	95	78	24	314	97	74	44	87	26	8769	548	8.3%	98.7%	2131	9318	7951	818
337	Univ Wisconsin-Oshkosh	WISC	128	78	72	18	18	28	32	13	148	186	184	23	377	98	89	54	39	28	9833	1856	28.3%	78.7%	1887	11589	7918	2815
338	Univ Wisconsin-Parkside	WISC	36	61	22	8	1	13	13	8	37	74	35	8	146	85	86			26	4844	313	41.8%	58.1%	817	5157	2818	2828
339	Univ Wisconsin-Platteville	WISC	87	53	58	8	4	3	14	1	81	56	78	1	218	98	71	51		27	5636	237	8.8%	188.8%	1182	5873	5636	
348	Univ Wisconsin-River Falls	WISC	85	46	54	4	11	12	14	2	86	58	68	8	228	89	78	28		27	5188	514	8.8%	92.8%	1881	5783	4772	417
341	Univ Wisconsin-Stevens Point	WISC	128	118	48	11	17	15	18	7	137	131	62	18	348	98	89	39	33	27	8758	741	12.8%	88.8%	1887	9497	7782	1854
342	Univ Wisconsin-Stout	WISC	88	55	46	18	16	15	28	7	182	78	88	25	263	188	93	61	68	27	7285	525	6.3%	93.7%	1436	7738	6758	455
343	Univ Wisconsin-Superior	WISC	38	22	13	3	6	8	7	1	44	28	28	4	86	188	89	28		26	1748	433	15.7%	84.3%	333	2179	1872	274
344	Univ Wisconsin-Whitewater	WISC	137	55	88	13	26	14	28	5	183	89	94	18	344	99	91	48	22	27	8788	1318	8.5%	88.5%	2253	11827	8783	825
	HIGHEST VALUES		8	8	1	8	8	8	8	8	8	8	2	8	2	8	28	8	8	11	186	8	8%	8%	8	472	44	18
	RANGE VALUES		578	228	144	73	115	187	128	87	688	338	228	111	1187	188	188	94	88	34	27959	6785	88%	188%	6675	34816	28138	8533
	AVERAGE VALUE		94	62	44	9	13	18	28	18	97	82	71	18	268	94	79	29	16	22	5744	1255	23%	74%	1873	8999	4342	1448
	STD DEVIATION		83	48	28	18	17	16	18	11	98	51	43	28	175	11	16	18	18	4	4441	1138	17%	28%	815	5262	3272	1848
	COUNT (NON-BLANKS)		348	341	341	348	341	341	341	337	341	341	341	341	341	336	335	315	122	343	344	344	344	344	332	344	335	332

APPENDIX B

January 23, 1987

National Data Base
Selection Criteria
Final Version

	Deletion Criteria	No. of Institutions Deleted	Left
(1)	DOE Code NE B01	25	319
(2)	OE Code NE 6 or 7	83	236
(3)	Total # Faculty LT 93 or GT 443	65	171
(4)	Undergraduate Enrollment LT 4,719 or GT 8,719	111	60
(5)	Full-Time Undergraduate Enrollment of 3,796 or GT 6,796	15	45*

*Includes Northern Michigan University.

APPENDIX C
1986 NORTHERN MICHIGAN UNIVERSITY
FACULTY SALARY STUDY
SURVEY POPULATION

INSTITUTION	STATE	ENROLLMENT
Jackson State University	ALAB	7,020
Georgia Southern College	GEOR	6,935
Murray State University	KENT	7,197
Nicholls State University	LOUI	7,524
University of Southern Maine	MAIN	8,839
Southeastern Mass Univ	MASS	5,816
Grand Valley State College	MICH	9,087
Univ Minnesota-Duluth	MINN	7,805
Kearney State College	NEBR	8,725
Willian Paterson College	NEWJ	9,360
Suny College At Cortland	NEWY	6,491
Suny College At New Paltz	NEWY	7,350
Suny College At Oswego	NEWY	7,810
Suny College At Plattsburgh	NEWY	6,225
Bloomsburg University	PENN	6,439
Kutztown University	PENN	6,252
Shippensburg University	PENN	6,225
Univ Tennessee-Chattanooga	TENN	7,553
Norfolk State University	VIRG	7,185
Central Washington Univ	WASH	6,993
Eastern Washington Univ	WASH	7,838
Univ. Wisconsin-River Falls	WISC	5,703

INSTITUTION	STATE	ENROLLMENT
University of Central Arkansas	ARKA	6,452
Arkansas State University Main	ARKA	8,446
Southern Conn State University	CONN	10,962
Northeastern Illinois Univ	ILLI	10,081
McNeese State University	LOUI	7,753
Southeastern Louisiana Univ	LOUI	9,000
Bridgewater State College	MASS	6,841
Northern Michigan University	MICH	7,489
Moorhead State University	MINN	8,016
Northeast Missouri St. Univ	MISO	7,693
Trenton State College	NEWJ	8,652
Suny College At Brockport	NEWY	7,422
Suny College At Geneseo	NEWY	5,217
Suny College At Oneonta	NEWY	5,751
Western Carolina University	NORC	5,935
Clarion Univ. of Penn-Main	PENN	6,608
Edinboro University	PENN	5,849
Millersville Univ of Penn	PENN	6,628
Slippery Rock University	PENN	6,496
Angelo State University	TEXA	5,881
Radford University	VIRG	6,903
Univ Wisconsin-Platteville	WISC	5,873
Univ Wisconsin-Stout	WISC	7,730

APPENDIX D

NORTHERN MICHIGAN UNIVERSITY 1986 NATIONAL FACULTY SALARY STUDY

LIST OF PARTICIPATING INSITUTIONS

STATE	INSTITUTION	NUMBER OF FACULTY
Arkansas	Arkansas State University	350
Georgia	Georgia Southern College	272
Illinois	Northeastern Illinois University	342
Kentucky	Murray State University	345
Louisiana	Southeastern Louisiana University	256
Michigan	Grand Valley State College	217
Michigan	Northern Michigan University	275
Minnesota	Moorhead State University	263
Minnesota	University of Minnesota-Duluth	244
Missouri	Northeast Missouri State Univ.	270
New York	SUNY College at Brockport	328
New York	SUNY College at Cortland	259
New York	SUNY College at Geneseo	235
New York	SUNY College at Oneonta	282
New York	SUNY College at Plattsburgh	246
North Carolina	Western Carolina University	245
Pennsylvania	Edinboro University	310
Pennsylvania	Millersville Universit	310
Pennsylvania	Shippensburg University	294
Pennsylvania	Slippery Rock University	351
Tennessee	Univ. of Tennessee-Chattanooga	258
Virginia	Radford University	324
Washington	Central Washington University	252
Washington	Eastern Washington University	335
Wisconsin	U. of Wisconsin-Platteville	216
	TOTAL OF ALL INSTITUTIONS	7,079